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17. ABSTRACT (MAX. 250 WORDS)

The administration of the Farm Placement Service which included organization, staff, offices, associates and advisors, and meetings was presented. At the state level, there was a rise in overall crop production and a decrease in total cropland harvest. At the local level, urban encroachment changed the nature of production in some areas and initiated the development of new croplands in some previously unused areas. Tables showed comparisons for specific crops and recent trends for major crop groups. Labor saving through machines, devices, and methods facilitated the performance of farm tasks.

Employment trends of workers were tabulated. There was decline of one percent in average employment in California agriculture between 1961 and 1962. Tables illustrated the average number and types of workers on farms by months, the peak employment and season in which it occurred for selected crops, and the peak employment of men, women, and youths on farms. The applicant file served as a recruitment source for farm workers. Blackboards, window cards, gate posters, newspapers, radio, and television were used as the recruitment media. The number of migrants declined from the previous year. On the intrastate level, agricultural clearance placements were ten percent less than in 1961. On the interstate level, California extended 124 orders to 11 states for workers. California continued to promote preplanned migration for both interstate and intrastate migrant groups under the Annual Worker Plan. Lack of adequate housing for farm families prevented use of many available migrant workers. California wages followed the longterm upward trend. On May 1, 1962 the agricultural worker became eligible to file a disability insurance claim when he became ill, injured, or hospitalized from causes not related to his work. The Farm Placement Service continued to act as agent for the U.S. Secretary of Labor in carrying out certain provisions of laws which governed the use of foreign workers in California agriculture.

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DEPARTMENT OF EMPLOYMENT
FARM LABOR INFORMATION

ED002387

CALIFORNIA

Annual Farm Labor Report 1962

CENTER FOR CULTURAL STUDIES
College of Colorado
Alamosa

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CALIFORNIA

Annual Farm Labor Report - 1962

State of California
DEPARTMENT OF EMPLOYMENT
Farm Placement Service

May, 1963

COVER--Top Onion Toppers! Bob Trevino and Lucille Martinez, students at Woodrow Wilson Junior High School, San Jose, earned money for school clothes doing farm work during their 1962 vacation. Bob was president of his class and aspires to become a disc jockey. Lucille hopes someday to become a secretary or beautician.

For this outstanding photo of youthpower in action, we are indebted to B. C. (Jack) Rucker, Assistant Chief of Farm Placement, Coastal Area. Jack and other hobby photographers in the Department, contributed many of the pictures which illustrate this report.

We also acknowledge prints furnished as a public service by newspapers for use with clippings of their farm labor news items.

Albert B. Tieburg
Director

Don Larin, Deputy Director-Farm Placement

Paul W. Little, Chief
Division of Public Employment Offices and Benefit Payments

Raymond F. Roth, Chief
Farm Placement

Edited by: Margot Wakeman Lenhart
Farm Placement Supervisor

THE CENTER FOR CULTURAL STUDIES
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Alamosa

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1962
CALIFORNIA

Annual Farm Labor Report

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ANNUAL FARM LABOR REPORT - 1962

ADMINISTRATION

Organization

The Department of Employment organization for the Farm Placement Service was unchanged from that of 1961. See chart, Page 2. Farm placement service was conducted under the administrative leadership of the Director, Department of Employment, and the Deputy Director-Farm Placement. The latter was the chief interpreter of farm placement policies and programs, representing the Director in individual and group contacts with growers, representatives of grower and commodity organizations, farm labor associations, labor and welfare groups, advisory bodies, legislature, cooperating public and private agencies, news outlets, and interested public.

Farm placement services and activities were conducted under the operating leadership of the Chief, Division of Public Employment Offices and Benefit Payments, and four Area Managers. The Chief of the Division had staff assistance from the Farm Placement Technical Section. Under the Area Managers, Assistant Chiefs of Farm Placement and Farm Placement Supervisors had functional supervision of farm labor services in the field offices.

Staff

The establishment, in 1961, of the new Civil Service classification series, Farm Placement Officer I, II, and Farm Placement Supervisor I, II, aided in the recruitment and hiring of qualified staff for permanent positions. A number of new positions were budgeted and filled, in 1962, for more adequate service to farmers and farm workers.

An intensive training program was developed for new employees, as well as to upgrade standards and performance of farm labor services by all employees.

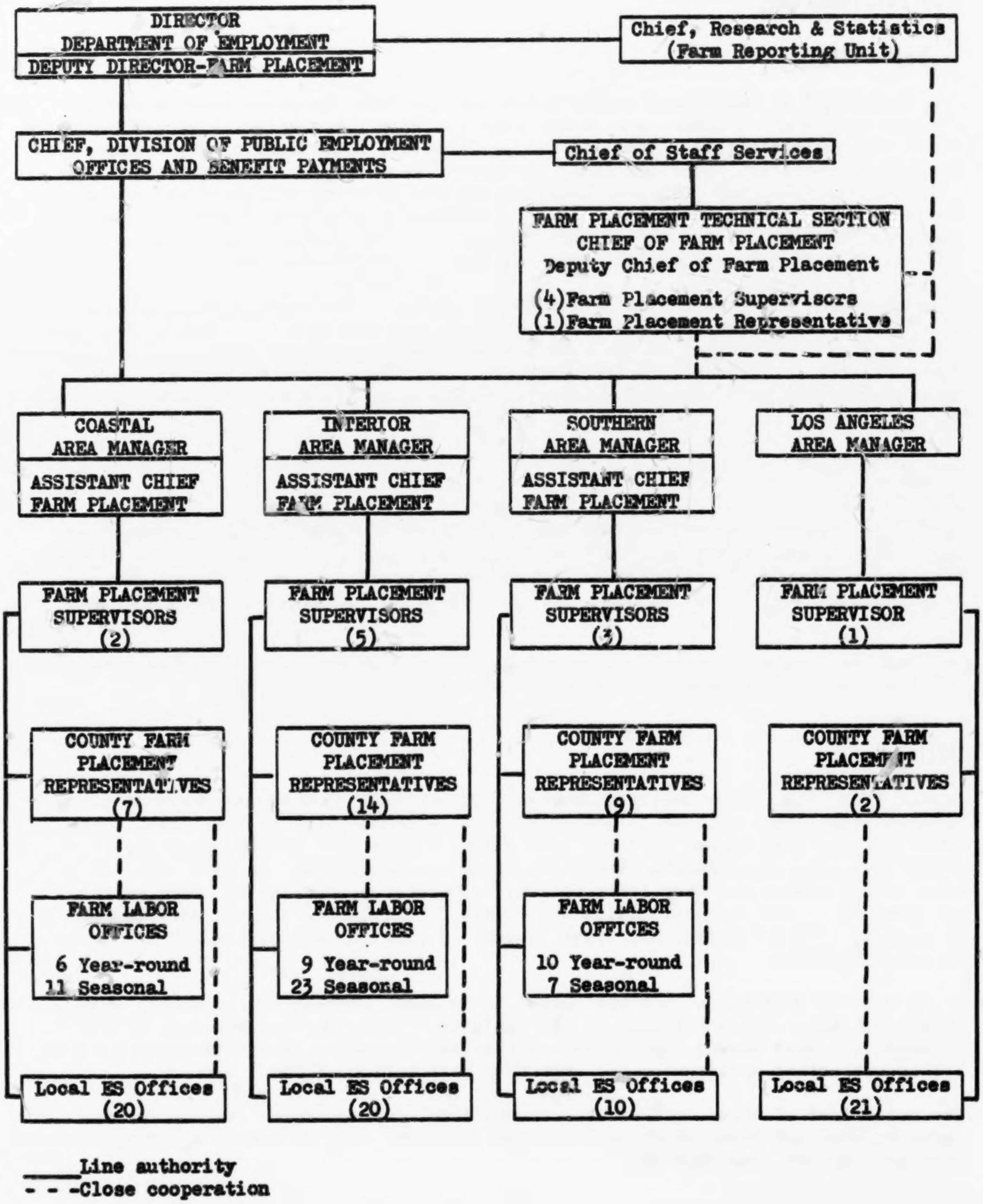
Offices

During 1962, farm labor services were rendered through 25 separate permanent, and 43 seasonal farm labor offices in addition to full-functioning local offices. Farm labor offices were closed at Napa, West Fresno (day-haul), and Los Angeles, where activities were consolidated at the Napa Local Office, Fresno Project Office, and Los Angeles Casual and Farm Labor Office, respectively--the latter under nonfarm management. A new seasonal office was opened at Caruthers, and one was reopened briefly in Oroville during the olive season. The Arvin seasonal office was moved to nearby Lamont.

A new type of seasonal office was opened in Fresno. Whereas the permanent West Fresno day-haul office had been in the "skid-row" area, the new seasonal office was located in a West Fresno farm worker residential district. The office was successful in attracting applicants, and improving utilization of local workers.

The net effect of these 1962 office changes from 1961 was three fewer permanent farm labor offices and three additional seasonal offices. For a list of all seasonal offices operated, see Page 80.

Organization - California Farm Placement Service - 1962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Chief, Research & Statistics
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ASSISTANT CHIEF FARM PLACEMENT
INTERIOR AREA MANAGER
ASSISTANT CHIEF FARM PLACEMENT
SOUTHERN AREA MANAGER
ASSISTANT CHIEF FARM PLACEMENT
LOS ANGELES AREA MANAGER
FARM PLACEMENT SUPERVISORS (2)
FARM PLACEMENT SUPERVISORS (5)
FARM PLACEMENT SUPERVISORS (3)
FARM PLACEMENT SUPERVISOR (1)
COUNTY FARM PLACEMENT REPRESENTATIVES (7)
COUNTY FARM PLACEMENT REPRESENTATIVES (14)
COUNTY FARM PLACEMENT REPRESENTATIVES (9)
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____Line authority
- - -Close cooperation

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Efforts were continued to improve farm labor office locations and premises. One major objective was to attract more well-qualified applicants. The new premises were effective in this respect. Other objectives were to locate offices near sources of resident labor and at points of convenience to the farm employers.

Expanding responsibilities, services, facilities, and staff, made farm placement management increasingly complex. Late in 1962, a work committee of state and field office staff was assigned to develop a comprehensive farm placement management program which would meet organization and management standards for statewide application. Installations of the proposed management program were expected to be scheduled early in 1963.

(Photo, courtesy of Mel Wallace)

NEW FARM LABOR OFFICE
AT VISALIA

Along with improvement in the quality of workers referred, the Department was improving farm labor office facilities and locations to attract the better workers.

The new Visalia Farm Labor Office (right) has a conference room used as a training center for San Joaquin Valley staff. Trainees and farm workers appear in picture. Note open block wall which is a sun screen for plate glass window and doors.

MARYSVILLE FARM LABOR OFFICE (Below) Serves the Sutter-Yuba "Peach Bowl" in the Sacramento Valley. Because most office visitors have cars, ample parking space is essential. This picture shows peach pickers just referred to work.

FARM LABOR OFFICE

(DE picture by Terry Clark)

Associates and advisors

Bureau of Employment Security, U. S. Department of Labor. The California Department of Employment is affiliated with the Bureau of Employment Security and BES staff from Region X and National Headquarters continued to work closely with California farm placement leaders in the development of programs and procedures in fulfillment of national policies and objectives. Field office evaluations of farm labor services were conducted by Region X staff in conjunction with the Department of Employment Management Inspection Unit.

State Board of Agriculture. Members of this board, appointed by the Governor, functioned as the State Advisory Committee on Farm Placement. Representatives of the Department of Employment reported to the Board at its monthly meetings.

Governor's Advisory Council on the Department of Employment. This departmental advisory body took no special actions affecting the farm labor program during 1962, but was kept informed on the Department's farm placement program and activities.

Senate Fact Finding Committee on Labor and Welfare. Published in 1961 and issued early in 1962 was Part I of this Committee's report, California's Farm Labor Problems. The report includes agricultural and farm labor data, provided by various agencies, brought together for reference by legislators considering farm labor problems. Part II of the committee's report was expected to be issued during 1963.

Agricultural Labor Commission. This commission was created in 1962 by Senate Bill No. 993, adding Section 1, Chapter 7 (commencing with Section 8600) to Division 1 of Title 2 of the Government Code.

Consisting of five members, appointed by the Governor, "It is the function of the commission to act as a fact-finding body to ascertain, study, and analyze the problems of labor-management relations in California agriculture. ..." Don Larin, Deputy Director-Farm Placement, was appointed Executive Secretary of the commission. (Picture below) Findings and recommendations were to be reported to the Governor and Legislature on January 31, 1963, at which time the act creating the commission was to expire.

County Farm Placement advisory committees. As in recent years, members of these local committees served primarily as information advisors and consultants in the agricultural industry. Few formal meetings were held.

DON LARIN (carrying his raincoat)
DEPUTY DIRECTOR-FARM PLACEMENT
CALIFORNIA DEPARTMENT OF EMPLOYMENT

As chief interpreter of policies and programs for farm labor service, Larin traveled widely throughout the state, maintaining cooperative relationships with agricultural and labor leaders, and others concerned in serving farmers and farm workers.

Here, Larin visits Arroyo Grande Farm Labor Office with Bill Spencer, Farm Placement Supervisor, San Luis Obispo, Santa Barbara, and Ventura counties.

(Photo, courtesy of Harry Frederick)

Meetings

National and interstate meetings. Farm Placement administrators of the California Department of Employment attended the National Preseason Conference in Kansas City, and the concurrent Western Pattern Meeting.

Farm Placement officials participated in interstate meetings to plan and confer on the interstate recruitment and migration of farm workers.

State meetings. The State Farm Placement Conference was held in Santa Rosa, April 10--12, 1962, under the general chairmanship of Don Larin, Deputy Director-Farm Placement. Agenda highlights included a talk by a Sonoma County grower who had been particularly successful in employing youth workers, and a skit by Coastal Area staff presenting an interview with a "crew leader" and development of his Annual Worker Plan.

Area and local meetings. Intensive planning and training were conducted through frequent meetings at the area and local levels. The appointment of new staff for field farm placement functions called for emphasis on training.

Subjects and programs which received emphasis during planning and training conferences included Youth Farm Work Program, the Annual Worker Plan, Fundamentals of Farm Placement, the Registration and Selection of Farm Workers, and related subjects pointing to the upgrading of farm labor service and information by the California Department of Employment.

In addition to the meetings conducted for the staff, key conferences for effective planning were called by or for farm labor association members, commodity group organizations, and other groups representing the agricultural industry with whom joint considerations were promoted. The principal purposes of such meetings were to discuss the commodity outlook for labor supply and demand, methods of wage payments, housing, and other working conditions having a bearing on labor recruitment. The preseason meeting with commodity group representatives was an increasingly effective means of creating better understanding and cooperation between the agency and the employer groups, making for orderliness in the conduct of major crop operations. Participants in some of the meetings included representatives of other agencies and organizations such as the Division of Housing, Division of Industrial Welfare, Agricultural Extension Service, Agricultural Commissioners, and Farm Bureau.

NORTH COAST STAFF TRAINING IN FARM REPORTING (l to r) Jerry Burke, FPO I, and Charles Grant, FP Rep, Santa Rosa; A. Gubser, FP Supervisor; B. C. Rucker, Coastal Assistant Chief of FP: Thomas Howard, Union City FLO Manager; George Odenbaugh, Santa Rosa FLO Manager; Milton Eisley, FP Rep, Napa-Lake; John Schaal, BES Region X. Not in picture was photographer and trainer, Orville Hatlen, State Supervisor of Farm Reporting.

AGRICULTURAL TRENDS

State

California's overall crop production continued to rise, with the 1962 tonnage exceeding 1961 production by 3 percent. Total cropland harvested declined 1½ percent, to just under 8 million acres. Near-record production reflected general increases in yield per acre, particularly in canning tomatoes.

Tables I and II, Pages 7 and 9, show comparisons for specific crops and recent trends for major crop groups. On Page 8 is the official Annual Summary Release by the California Department of Agriculture. This summary cites specific crop trends and the factors influencing production.

Local

Urban encroachment continued to cause shifting of production into other areas. This movement changed the nature of production in some parts of the state and initiated the development of new croplands in some previously unused areas.

The following comments from field reports illustrate local production trends:

Imperial County--Small acreages of farm land, totaling about 250, were displaced by a new college campus, housing development, trailer court, and industrial sites. At the same time, the Irrigation District reported more than five thousand acres of new land in process of being reclaimed by leaching. Such lands are usually put in a cover crop for the first few years, so the effect on labor demands will not be immediate. The county had 165 feed lots, and the number of head of cattle on hand at the end of 1962 was 14 perdent greater than a year ago.

Sugar cane, bamboo, safflower, soy beans, castor beans, celery, and new varieties of citrus were all being grown experimentally. The establishment of a new onion processing plant may lead to an increased planting of this crop.

Eastern Riverside County--Experimental plantings of sugar beets were reported in both Coachella and Palo Verde valleys. At the same time, acreages of melons and some vegetables declined in Palo Verde.

Northern Los Angeles County--San Fernando Valley was losing cropland to other land use, including freeways, shopping centers, industrial, residential, and school tracts. About 200 acres of citrus has been lost and another 600 acres has been sold, although some of the latter may be left to produce for another three years. About one thousand acres of grazing and grain land have been lost. The Saugus-Newhall area and Antelope Valley expects little acreage change between 1962 and 1963. Further development of potential cropland in the north end of the county has been discouraged by the uncertainty of water supply, the high price or rental cost per acre, and high taxes.

San Bernardino County--Urbanization knocked out 800 to 1,000 acres of citrus during 1962, and additional acres of vineyards and orchards have disappeared. In less than ten years, the number of citrus packing houses declined from 13 to the 2 which will operate in 1963. Experimental development and planting of new croplands continue on a small scale along the Colorado River near Vidal. Livestock production is rising in the county. Chino is fast becoming an important dairy center. Horse ranching is expanding in Apple Valley and the Chino Valley areas.

TABLE I - CALIFORNIA AGRICULTURAL PRODUCTION - 1961 AND 1962

Selected Major Crops - Including percent of U. S. totals for 1962

CALIF. % of U.S. (1962)	CROP	Unit	1961	(Prelim) 1962	1962 ±1961
	FRUIT & NUTS--all 1/	Ton	6,698,100	6,745,600	+ 1%
100%	Almonds	Ton	66,400	48,000	- 28%
8%	Apples	Ton	247,200	247,200	--
92%	Apricots	Ton	180,000	155,000	- 14%
89%	Avocados	Ton	35,500	50,000	+ 41%
22%	Cherries (sweet)	Ton	27,500	24,000	- 13%
100%	Dates	Ton	21,400	22,500	+ 5%
100%	Figs	Fr Ton	63,200	64,400	+ 2%
91%	Grapes	Fr Ton	2,804,000	2,850,000	+ 2%
6%	Grapefruit	Ton	86,580	96,180	+ 11%
91%	Lemons	Ton	524,400	577,600	+ 10%
13%	Oranges	Ton	937,500	776,250	- 17%
100%	Olives	Ton	44,000	50,000	+ 14%
57%	Peaches	Ton	967,000	1,045,000	+ 8%
55%	Pears	Ton	347,000	382,000	+ 10%
93%	Plums	Ton	87,000	82,000	- 6%
96%	Prunes--Dried	Dry Ton	139,000	142,000	+ 2%
40%	Strawberries	Ton	102,350	103,950	+ 2%
96%	Walnuts--English	Ton	61,200	78,000	+ 27%
	VEGETABLES--All 2/	Ton	6,474,460	7,232,250	+ 12%
54%	Asparagus--All	Ton	99,000	99,900	+ 1%
37%	Carrots--All	Ton	288,100	314,600	+ 9%
10%	Potatoes, Irish	Ton	1,729,950	1,407,400	- 19%
	For processing--				
37%	9 Major vegetables 3/	Ton	2,618,690	3,425,420	+ 31%
45%	Green lima beans	Ton	53,300	48,300	- 9%
7%	Snap beans	Ton	36,800	30,400	- 17%
48%	Spinach	Ton	64,800	56,300	- 13%
59%	Tomatoes	Ton	2,319,000	3,154,000	+ 36%
	For fresh market--				
31%	21 Major vegetables 4/	Ton	3,437,950	3,391,500	- 1%
52%	Celery	Ton	417,400	367,250	- 12%
59%	Lettuce	Ton	1,101,500	1,097,500	- .4%
25%	Melons	Ton	577,650	550,950	- 5%
	FIELD CROPS--All 5/	Ton	19,409,800	19,556,000	+ 1%
18%	Dry edible beans	Ton	177,100	171,750	- 3%
12%	Cotton	Bale	1,689,000	1,840,000	+ 9%
3%	Small grain	Bu	88,296,000	88,754,000	+ 1%
8%	Alfalfa	Ton	6,140,000	6,011,000	- 2%
24%	Rice	Ton	696,000	775,200	+ 10%
26%	Sugar beets	Ton	4,388,000	4,766,000	+ 9%

Source: California and U. S. Departments of Agriculture

1/ Excludes strawberries
2/ Excludes potatoes, includes strawberries
3/ 10 for U. S. Total
4/ 27 for U. S. Total
5/ Includes potatoes and major field seeds

CALIFORNIA DEPARTMENT OF AGRICULTURE
CHARLES PAUL, DIRECTOR
DECEMBER 21, 1962

FOR IMMEDIATE RELEASE

SACRAMENTO...California's volume of crop production during 1962 was at a near record level. The 33.5 million tons harvested this year was 3 percent above 1961 and only half of one percent below the record tonnage of 1959. State Director of Agriculture Charles Paul made the report based on year-end compilations of the California Crop and Livestock Reporting Service.

W. Ward Henderson, Chief of the Reporting Service, said that the upsurge in tonnage from last year was largely accounted for by canning tomatoes and sugar beets, although a number of crops contributed in smaller degree.

The production increase was held down by significant decreases in potatoes, oranges, and hay. A new record total would have been set had any of these crops held up to the 1961 level.

California's crop acreage harvested during 1962 dropped to just under 8 million acres. This was 126 thousand acres below 1961, and the smallest crop acreage total since 1945. Most of the decline can be attributed to smaller plantings of barley, wheat and hay.

Mr. Henderson said, "The new record production on a reduced acreage is indicative of the continued upward trend in yields per acre in California. However, the changing crop pattern toward higher yielding crops was also a contributing factor."

California hung up a new record in value of crop production. The 1,968 million dollar value was 4 percent over last year and 1 percent above the previous record year of 1959. High values for cotton, grapes, lettuce and tomatoes helped produce the new record.

FIELD CROPS - Field crop production totalled 19.6 million tons, up 1 percent from a year earlier. Rice production set a new record in 1962 and significant increases were registered by sugar beets and cotton. These gains were nearly offset by cutbacks in potatoes and hay.

Several new yield records were established in 1962, including corn at 75 bushels per acre. Wheat, oats, barley, rice, dry beans, cotton and hay also set new record high yields.

The value of California's field crop production this year is estimated at 888 million dollars. Cotton was the major contributor to the 6 percent increase over last year. However, the total field crop value was still 6 percent below the record year of 1952. Acreage of field crops dropped to 6 million acres, the lowest level since 1946.

FRUIT AND NUTS - California's 6.7 million tons of fruits and nuts harvested in 1962 was less than 1 percent above last year. Deciduous tree fruit production was at a record high level, paced by a record cling peach crop. The production total was held down by small orange crops. Valencia oranges were at the lowest level since 1930, and Navel oranges the lowest since 1918.

The total value of fruit and nut crops, at 577 million dollars, was fractionally below the record set in 1956. Fruit and nut acreage of bearing age, at 1,245,000 acres, continued its upward trend from the low point reached in 1957. The greatest acreage gain was made by grapes.

VEGETABLES, MELONS AND STRAWBERRIES - California's tonnage of vegetables, melons and strawberries set a new record at 7.2 million tons. This was 12 percent above 1961 and 6 percent over the previous record set in 1956. The tremendous increase was accounted for by the record high canning tomato crop of more than 3 million tons. Production of onions, carrots and cabbage rose over last year, while appreciable declines were registered by celery, watermelons, fresh tomatoes and broccoli.

The 503 million dollar value of vegetables, melons and strawberries also set a new record. This was 5 percent above the record value set in 1961. Total vegetable acreage was only slightly higher than last year.

While final figures on livestock and poultry are not yet available, Henderson declared, it seems apparent that gross farm income from this important segment of California agriculture will equal or exceed last year's level. Sharply increased marketings of feedlot cattle and improved prices should more than offset the depressed condition of the poultry industry.

TABLE II

CALIFORNIA

ACREAGE, PRODUCTION, AND FARM VALUE OF PRINCIPAL CROPS, 1948-1962 (1)

PERIOD	FRUIT AND NUT CROPS(2)	VEGETABLE CROPS(3)	FIELD CROPS(3)	TOTAL
		Acreage		
Average:				
1948-1952	1,387,080	615,252	6,488,780	8,491,112
1953-1957	1,249,040	672,920	6,716,820	8,638,780
1958-1962	1,211,080	714,040	6,292,020	8,217,140
Year: 1960	1,205,500	720,900	6,385,900	8,312,300
1961	1,212,100	713,100	6,173,900	8,099,100
1962	1,244,700	717,300	6,010,700	7,972,700
		Tons of Production		
Average:				
1948-1952	7,000,060	4,465,200	13,783,020	25,248,280
1953-1957	6,841,700	5,716,600	17,209,280	29,767,580
1958-1962	6,834,940	6,595,160	19,178,760	32,608,860
Year: 1960	6,939,500	6,550,000	19,108,100	32,597,600
1961	6,698,100	6,474,500	19,409,800	32,582,400
1962	6,745,600	7,232,300*	19,556,000	33,533,900
		Farm Value of Production - Dollars (4)		
Average:				
1948-1952	449,366,200	324,963,000	757,861,800	1,532,191,000
1953-1957	514,024,200	414,140,200	786,520,800	1,714,685,200
1958-1962	571,990,000	467,153,400	866,656,200	1,905,799,600
Year: 1960	573,171,000	454,754,000	889,612,000	1,917,537,000
1961	578,279,000	478,168,000	841,052,000	1,897,499,000
1962	577,118,000	503,084,000*	887,675,000	1,967,877,000*

(1) SOURCE: California Cooperative Crop and Livestock Reporting Service

(2) Acreages for fruit and nut crops refer to bearing acres. Included are acreages of chestnuts, filberts, pecans, limes, and quince, for which production and value are not included.

(3) Data for potatoes and sweet potatoes are excluded from vegetables and included in field crops. Field crops include 9 leading field seeds.

(4) Farm value does not represent income to farmers and, therefore, is not comparable to cash receipts from farm marketings.

(*) Marks annual figures which represent the highest on record for the State.

AGRICULTURAL TRENDS - Continued

Ventura County--Agriculture is being displaced at the rate of about 2,000 acres per year, roughly two-thirds of which are from pasture, grazing, and vacant lands, and the remaining one-third primarily from walnuts and citrus.

Monterey County--Urban encroachment caused little change in land use during 1962, but proposed housing, subdivisions, and highways are expected to displace several hundred acres in the near future. Development of marginal lands may offset any loss of prime agricultural areas. These new acreages, plus improved water supplies--Naciemento Dam--are enabling expansion of vegetables and strawberries. A new trend appeared with planting of a thousand acres of wine grapes in the Soledad area. Significant expansion in total acres was reported for tomatoes, snap beans, broccoli, cauliflower, asparagus, and dry beans--all high labor-using crops.

North Coast Area--New vineyard plantings of wine grape varieties were reported in Napa, Sonoma, and Mendocino counties. Some former hop acreages in Sonoma County have been replanted to prune orchards, compensating for some losses to urban encroachment. Two large dairies, forced out in the urbanization of Marin County, have relocated in Sonoma County.

San Joaquin Valley--Citrus production continues to shift into the valley from Southern California. In excess of five thousand acres of orange plantings were reported in Tulare County; some two thousand acres in Fresno County; and several hundred acres in Kern and Madera counties. Sugar beets were replacing cotton and grain in spotted districts throughout the valley and a new sugar processing plant appeared in Fresno County. Safflower was rapidly becoming a major crop. Some 2,000 acres of peach orchards and 700 acres of vineyards in Fresno County were replaced by lamonds--a highly mechanized crop requiring fewer workers than peaches and grapes.

Sacramento Valley--Some fringe losses to urbanization occurred, principally in Sacramento and Yolo counties, but land losses were largely limited to low-producing acreages. Safflower plantings are rising sharply in many crop districts, explained by the discovery of more uses for safflower oil. This expansion has not created significant new labor demands because it is harvested mechanically with practically the same equipment as used for grain. Harvesting does not peak like the grain harvest but spreads out over the summer and fall months with gradual maturing of the safflower.

As water becomes available from Berryessa Lake, with the expansion of canals and pipelines into remove sections of Solano County, a new crop pattern is emerging. During 1962, acreages of tomatoes and bush beans increased because of the availability of this irrigation water. In Tehama County, there is also gradual conversion from dry farming to production of irrigated crops such as sugar beets, beans, and orchards. About one thousand acres, mostly prunes and walnuts, were planted during 1962 and Tehama County now has about 7,000 nonbearing acres of orchards which will gradually come into production during the next three to ten years. Increased mechanization is expected to hold down a comparable rise in labor demands.

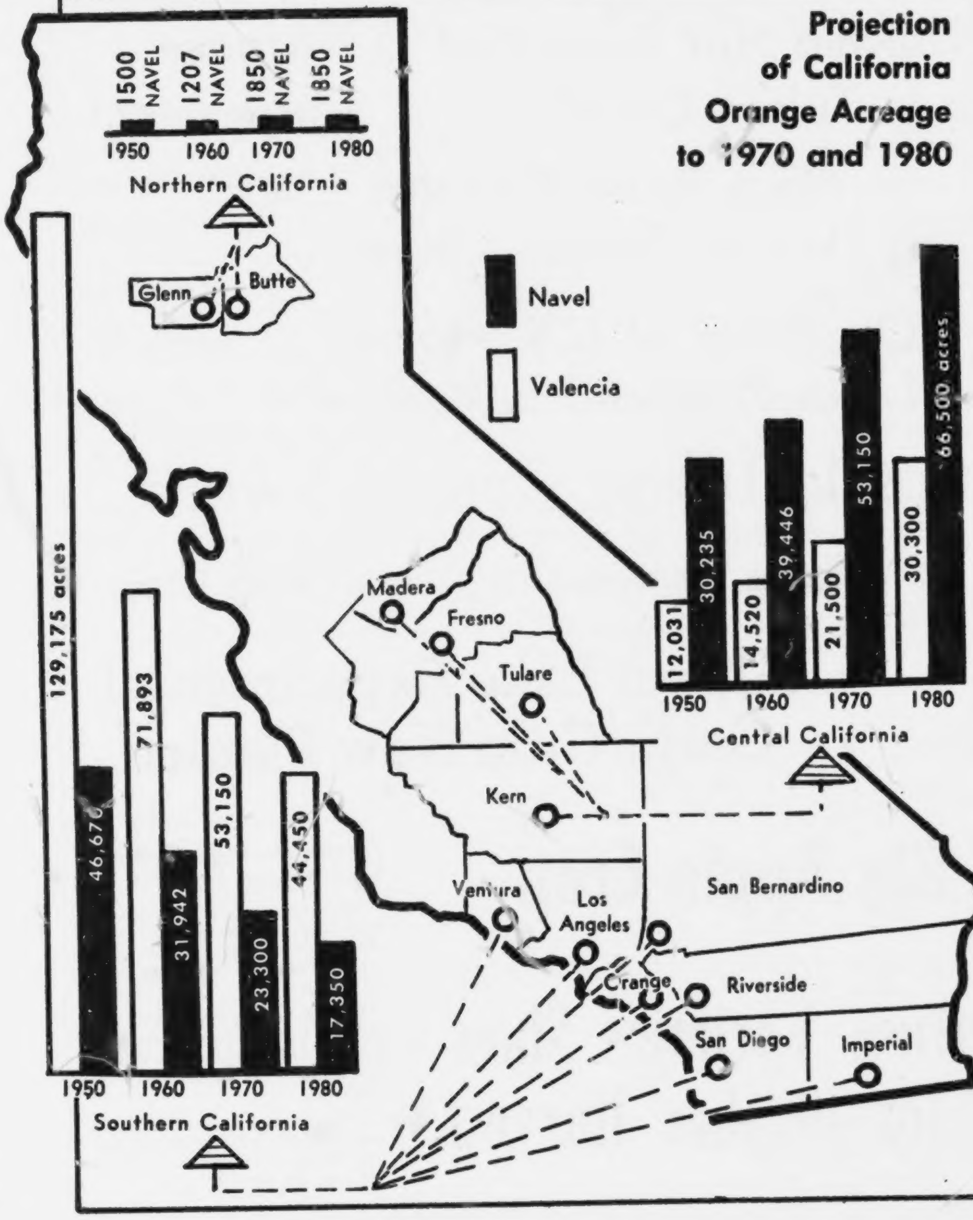
The Outlook for Citrus in California

WESTERN FRUIT GROWER

FEBRUARY, 1962

DURING the next 20 years orange acreage in California will remain about the same, despite a major shift in production areas and a reversal of the varietal situation. These projections are based on a recently completed study by Robert C. Rock, U. C. extension economist, marketing, and Robert G. Platt, U. C. extension subtropical horticulturist, Riverside, Calif.

Their study, titled, *Economic Trends in the California Orange Industry, 1961,* points to a leveling off period in orange production, following a steady decline since 1945 when urban expansion began forcing orange groves out of Southern California. California's orange acreage now stands close to 164,000 acres, and the acreage in 1980, as projected in this survey, will approach 158,600 acres.



Projection of California Orange Acreage to 1970 and 1980

1500 NAVEL
1207 NAVEL
1850 NAVEL
1850 NAVEL
1950
1960
1970
1980
Northern California
Glenn
Butte
Navel
Valencia
12,031
30,235
14,520
39,446
21,500
53,150
30,300
66,500 acres
1950
1960
1970
1980
Central California
Madera
Fresno
Tulare
Kern
Ventura
Los Angeles
San Bernardino
Orange
Riverside
San Diego
Imperial
129,175 acres
46,670
71,893
31,942
53,150
23,300
44,450
17,350
1950
1960
1970
1980
Southern California

▶ Key to the future development of the California orange industry is the dramatic shift of acreage from Southern California to Central California. Orange trees are now moving into the Southern San Joaquin Valley at about the same rate as they are disappearing from Southern California. The varietal situation also is undergoing a major change. The heavy plantings of Navels in Central California and the removal of Valencias from Southern California has gradually closed the acreage gap between the two varieties.

Whereas Valencia acreage was nearly double that of Navels in 1950 (141,206 acres as compared to 76,950 acres), Navel acreage is now approaching that of Valencias (86,413 as compared to 71,388), and will, by 1970 exceed that of Valencias by some 1,800 acres. By 1980, the margin in favor of Navels will have grown to 9,100 acres. The acreage and varietal shift is clearly reflected in the accompanying chart map.

Following are some of the acreage, production and ecomonic trends cited in this AES report:

1) Total harvested acreage of Valencia oranges in California has declined an average of about 5,200 acres a year during the last 10 years, with most of the loss occurring in Southern California districts where orchards were pulled to make way for homes and industrial expansion. While this trend is expected to continue, it probably will be at a slower rate since urban encroachment has now made its initial impact on close-in acreage and new plantings will tend to offset acreage losses. In 1961 there was a marked increase in new Valencia plantings in Central California. This followed several years of stability during which Valencia acreage held close to 11,500 acres.

• • • • •

3) Following an annual loss of about 2,600 acres during the late 40's and early 50's, total harvested acreage of Navel oranges reversed its downward trend and since 1957 has increased moderately. Practically all the acreage loss was in Southern California where 21,000 acres were removed during the last ten years. Navel acreage has been increasing in Central California, with a total of 16,283 acres planted since 1956. These new plantings are gradually coming into bearing and will result in increased acres for harvest in future years.

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FIRST IN AGRICULTURE —

California Is Accustomed To Leading

Although California farmers will join in when the state celebrates its becoming the No. 1 population state in the nation tomorrow — they will know the celebration on the part of agriculture will be a little late.

California farmers have led the nation in almost every way for many years.

The state department of agriculture lists an array of California Firsts For Agriculture. It leads off with some better known facts, such as that California is first nationally in agricultural production with a total market value of more than $3 billion to outstrip heavy producing Iowa.

Lesser Known Points

It also pointed out that California, with the largest total acreage under irrigation, produces more than 140 crops in commercial volume, not counting it various horticultural specialty crops.

State Canning Tomato Crop Passes 3,300,000 Ton Mark

Total production for this year's California processing tomato crop will be about one million tons over last year's record.

The state bureau of agricultural statistics said that through November 17th a total of 3,300,848 tons of tomatoes had been delivered to canners.

This compares with 2, 373,000 tons at the same time last year.

The bureau said processing tomatoes still were moving in very light volume from southern California acreage. All major areas have finished harvesting.

Valley Safflower Production Jumps

Plantings Expected to Increase From 300 Acres to 6,000 Plus

EL CENTRO — Local predictions indicate at least 20 times as many acres of safflower will be planted during the coming year than were planted this year.

An estimated 250,000 acres of safflower in California this season compares to a nationwide acreage of 550,000 to 600,000.

An Era Passes As Hop Fields Give Way To Other Crops

Barley, Row Crops Will Replace Hops

Safflower Shows Promise As Money Crop In Mendocino

New Crops Intrigue Growers In North State

Peppers Prove Out At Lodi

Rugged Pistachio Nut Trees Get Big Chance In Tulare County

Chinese Gooseberry

Promising new fruit crop with a unique flavor and a variety of commercial uses

Horse Radish Flourishes In Cool Siskiyou Climate

Castor Bean Growing

Northgate Ranchers Find New Crop Is Challenging

One-Third of U.S. Frozen Limas Produced in Ventura

Avocados Join Citrus In Tulare County Switch

Southland's 'Suburbanitis' Loss Is Valley's New Gain

Yoloans Harvest First Carrot Seed Crop

Sonoma Apple Crop Sets All Time Production Mark

McClatchy Newspapers Service

SANTA ROSA, Sonoma Co.—An all time record was chalked up for Sonoma County's apple crop last year with growers selling 111,710 tons valued at $6,646,530.

Upper Lake Experimental Garlic Crop Now Planted

Tehachapi Valley's Big Apple Crop

Promising Crop

Tehachapi apples are expected to become one of Kern County's top fruit crops in the near future, providing greater employment and contributing further to the area's economy.

With new plantings, the current 200-acre apple crop will be increased up to 1,000 acres in about five years. Young trees are now starting to come into production.

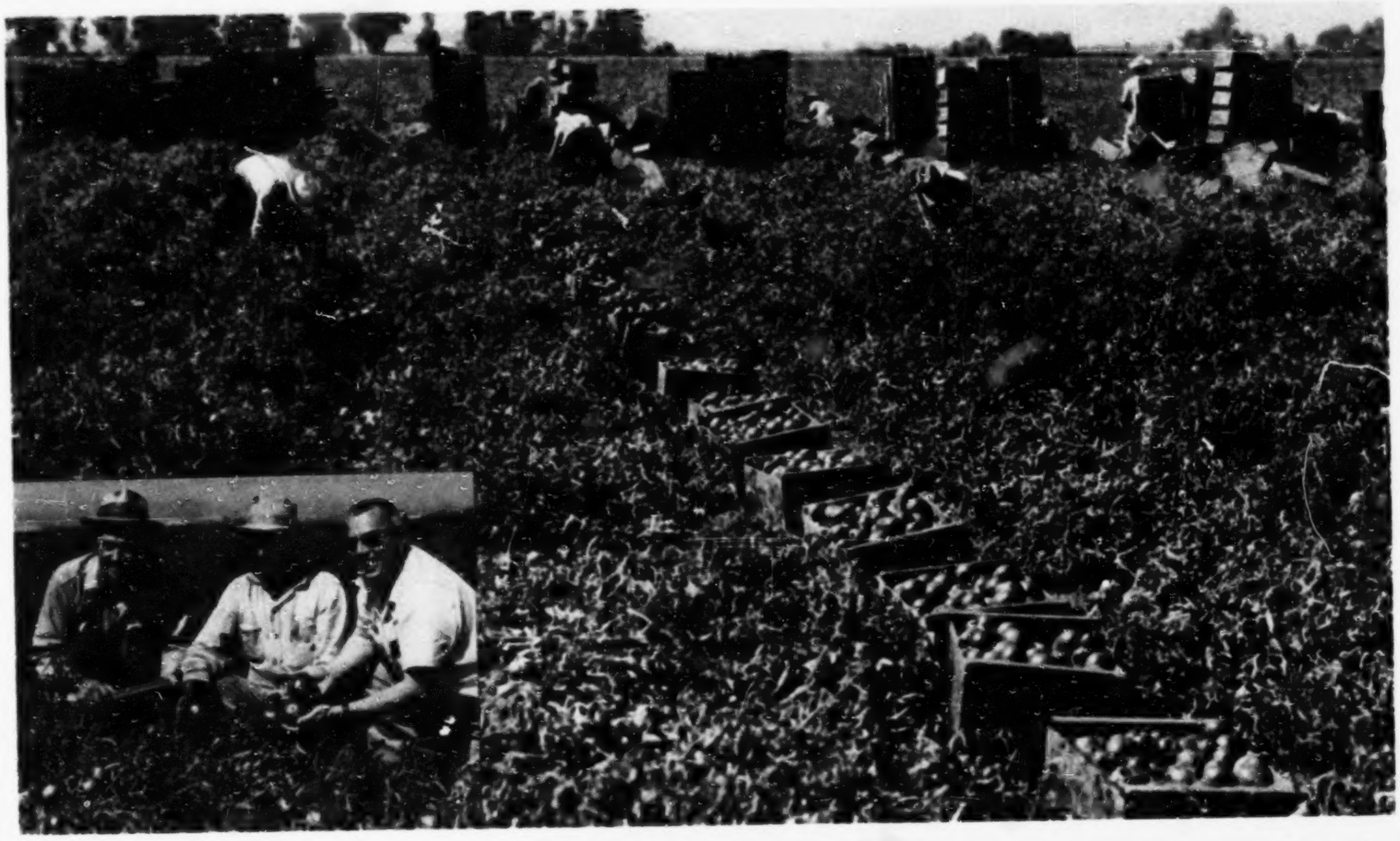
New Lettuce Varieties Show Promise for October Harvest

Mendocino Wine Grape Crop Biggest Since '56

The largest crop of wine grapes since 1956 was harvested by Mendocino County growers in 1962, despite the heavy unseasonal rains of mid-October.

The 1962 grape crop totaled 17,856 tons with an approximate gross value of $1,625,275.00 according to Ted Eriksen, Jr., agricultural commissioner.

This compares with a 1961 grape crop of 10,464 tons and an average over the previous five years of 12,744 tons per year.



BUMPER CROPS IN ALAMEDA COUNTY. (Above) Solid row of boxes of tomatoes represents yield exceeding 40 tons per acre on Hagemann Ranch. (Inset--left) A. T. McDonald, Pleasanton FL Office, measures tomato (about 4") for Sal Escomilla, foreman, and Frank Languemi, Manager of the Oakland Farm Labor Office.

(Below) Languemi admires strawberries raised by Ed Nomura who holds plastic ring used in grading. Most of these berries are marketed by air-freight--to New York, London, Paris.,..! Mr. Nomura's workers included two Annual Worker Plan crews from Texas and two local crews from Oakland.

tastysweet
California Strawberries
Strawberries

(Photos, courtesy of James P. Haurigan)

MECHANIZATION AND OTHER LABOR-SAVING TRENDS

Labor saving--through introduction or improvement of machines, devices, materials, or methods--has facilitated the performance of nearly every farm task to some degree. California's progress in labor saving has, in general, been gradual, with scarcely discernible transitions between experimental and common usage.

With few exceptions, such as the past spectacular changes accompanying the mechanization of the sugar beet and cotton harvests, the impact of mechanical and technological advancements has been less conspicuous because of concurrent expansion in production and changes in seasonal and marketing influences.

California vast and complex agricultural industry and the myriad of tasks involved defy precise before-and-after comparisons of labor requirements expressly due to a specific change in technology. Although manpower needs for performing a given task, for a given amount of production, may be reduced through labor saving, there is rarely identifiable unemployment of workers displaced from the activity. As observed in the past, the saving of labor diminished California's labor shortage rather than created an agricultural labor surplus.

The progress in agricultural technology is in three general areas: (1) gradual and continuing advances in labor-saving methods and materials such as use of bulk containers, pelletized seed, and chemical weed eradicators; (2) more widespread acceptance and use of equipment and improvements or adaptations in present machines to increase their capacity and use; (3) introduction and continuing development of experimental machines and methods which require further trial and perfection to become practicable. Some innovations in progress are described in the following pages.

Labor saving continued to be motivated primarily by the problems of labor costs and labor supply. Efforts to mechanize were accelerated during 1962 in a few instances. In the Imperial, Coachella, and Palo Verde valleys there was a sharp increase in machine picking of cotton, primarily attributable to the regulation by the Secretary of Labor that piece rates paid to Mexican Nationals must be designed to produce minimum earnings of $1.00 an hour.

Uncertainties as to the future availability of foreign workers, and the wage and other conditions under which they might be available, have stimulated experimental mechanization in vegetable and melon cultivating and harvesting. Use of lettuce and carrot harvesting machines is increasing, and variations were being adapted for other crops such as broccoli, cabbage, and onions.

The mechanical tomato harvester was still in the experimental stage. The developer of one of the leading machines reported that 26 machines harvested more than 1,300 acres. The progress of tomato harvest mechanization was watched with keen interest because of the potential impact on the labor needs, which reached a peak of nearly 54,000 workers in 1962. Further improvements, both in the tomato varieties and picking machines, were needed to make mechanical tomato picking more generally acceptable.

Use of mechanical apricot cutters in dry yards was reported to be stimulated by a ruling referring to a minimum wage for women and youth in this work. Although some adjustments were made in respect to the application of the ruling, it appeared that mechanization would continue to advance and reduce the needs for hand cutters.

Mechanical Raisin Harvester Proves Efficiency in Field

A machine that could revolutionize the California raisin industry was demonstrated recently at the DiGiorgio Farms in Kern County, near Bakersfield. It will mechanize the tedious and delicate business of raisin picking.

The project was a joint effort by the California Raisin Advisory Board and the University of California. The board provided the incentive and a large proportion of the funds needed, while scientists from U.C.'s Department of Agricultural Engineering spent seven years perfecting the machine, under the leadership of Associate Professor Lloyd Lamouria.

The main problem faced was a cultural one. Normally trellised, grapes grow in positions all over the vine, inaccessible to any machine. So the University's Department of Viticulture disigned a new trellis, the "inverted L." On this, the vines grow on top of five parallel wires, with the bunches beneath them in a neat row where they can be cut down easily.

The machine itself can be self-propelling, although the demonstration prototype was towed by a tractor. It is approximately nine feet square, has a 28 hp. engine and runs on three fat low-pressure tires designed to give good traction on the sandy soil.

One man sits low down at the back of the machine, riding below the overhanging vines and talking to the tractor driver by intercom. He is responsible for steering the machine and for manipulating the cutter bar. This is a unique invention with double reciprocating blades; it follows automatically the line of the wires, and can be lowered or turned by the operator if he sees an obstruction in its path.

Two huge air-pipes below the cutter blow leaves and trash out of its way, and a 70-pound roller moving above the vine pushes the bunches into the best position.

CUTTER BAR follows automatically the wires of the special trellis required by harvester, while twin air pipes blow leaves out of its path. Grapes then pass down the conveyor belt to a strip of paper unrolled from the machine, where they dry in the sun. Operator is Bill Bilbo, Kern County farm advisor.

Once cut, the bunches move along a conveyor belt and are deposited gently on a strip of brown paper that unrolls from the machine. There they lie from two to four weeks, drying in the sun.

Raisin grapes have to be picked with particular care, since one spoiled fruit can ruin those drying near it. According to Lamouria "If anything, this harvester picks the grapes more gently than hand laborers can. It also spreads out the bunches to dry remarkably evenly."

Some hand labor is still required to remove any crushed fruit from the drying rows, and to pick any bunches that have been hanging too close to the trellis supports to be reached by the machine. But on experimental plots at Davis and in Kern County, the machine has proved itself to be 90 per cent efficient, doing the work of between 40 and 70 men.

The California Raisin Advisory Board expects the harvester to be gradually accepted by growers as it proves its worth, although it will require a sizeable initial investment of labor in re-trellising the vineyards—a job that takes one winter season. Once re-trellising is completed, workers will have to visit each vine twice in the early summer months to make sure that the bunches are growing in the right places, and that no canes are are bagging into the cutting zone.

Plans will shortly be released to manufacturers who will make the harvester at a price of approximately $7500. Although it was developed principally to harvest raisins grown in the San Joaquin Valley, it can also be adapted for harvesting wine and table grapes.

CALIFORNIA FARMER, October 20, 1962

CALIFORNIA FARMER, August 4, 1962

Another Crop Joins Drive Toward Mechanical Harvest

California Farmer in June witnessed the first steps in what may be the path to a partial solution of bushberry growers labor problems.

Three experimental mechanical harvesters took turns lumbering down the rows of olallies and boysenberries at Carl Muller's Keyes berry ranch.

These initial attempts at mechanization aren't anywhere near the final answer, admittedly. But they represent the starting place, and from these crude models, after the numerous bugs are ironed out, will come a harvester that should help ease the berry grower's heavy dependence on hand harvest labor.

The machine which most nearly approached success was the "Iron Wino" manufactured by Buzz Weigandt at Canby, Oregon. Wiegandt has been working on this harvester for the past seven years.

The Iron Wino uses two panels which fit on either side of the row. The panels work back and forth, nudging the berries off the vine onto a series of plates, where they are shaken onto a conveyor and carried to the top to be sorted and crated. The three-man machine is self-propelled, with four-wheel drive.

The harvester was used last season on blackcaps and red raspberries in Oregon. The machine did a passable job on Muller's olallies. With some adjustment of both machine and the method of stringing the vines, the Iron Wino holds definite promise.

The second machine on trial at Muller's was a smaller harvester, which employed even more of a beater effect. This harvester, designed and built by Elmer Gibson in his farm machine shop at Watsonville, seems at the moment to be a little too rough on both vines and berries.

Muller's own machine, built in a Patterson machine shop, uses an air-compressor to create a "wind-tunnel" effect around the berries. This works something like a combination of controlled air blast and suction to strip the berries from the vine.

Muller and his co-workers haven't yet found the proper method of using the airblast, but they are determined to experiment until they find the key.

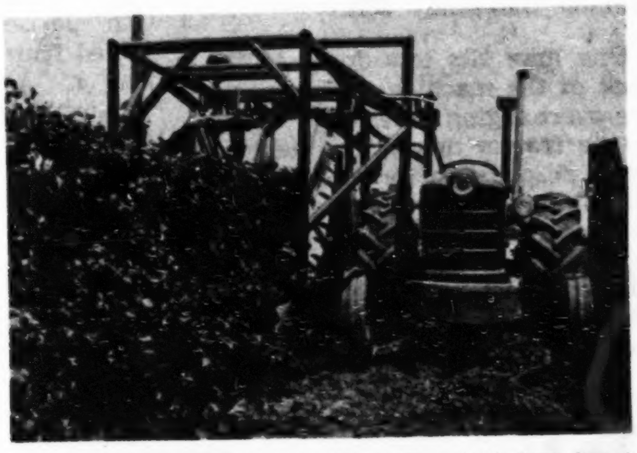
None of the machines are really perfected yet. But mechanization of any crop is a painful, trial and error process. And we are certain that bushberry growers, facing a labor problem hopelessly with government policies and regulations, will eventually develop a workable, commercial harvester.

When they do, much of the credit must go to men such as Muller, Gibson and Weigandt, who are pioneering the drive toward mechanized berry harvest.

ALTERNATE BEATERS knock berries off the vine onto a conveyor belt mounted at the bottom of the Gibson harvester. Berries are then carried up and dropped into crates.

THE "IRON WINO" nudges olallie berries off the vine onto a series of metal plates, which roll them onto a conveyor belt. Two sorters work behind the driver. The machine straddles the vine, picking both sides at once.

CONTROLLED AIR BLASTS strip the berries from the vines, in the Muller harvester. Blowers from a spray rig supply the air power.



HOME-MADE HARVESTER built by Elmer Gibson in his farm shop at Watsonville. Gibson designed the machine, which was built mostly from scrap.

Tree-working machine

AN EXPERIMENTAL machine designed to speed picking of citrus and other fruit is being developed by the University of California, Riverside, in cooperation with equipment industry engineers.

Dr. Roy J. Smith, in charge of the project, says the three-wheeled vehicle looks "very promising" in its first orchard tests. But much work remains to be done and many thorny problems must be solved before a commercially practical version can be attempted.

The tree-working machine, as it is called, is essentially a moving chassis supporting a boom and hoists for rapidly moving a picker from one position to another in and around a tree.

From his plastic safety-belted seat the picker can propel himself in any direction around or into the tree by pushing the appropriate button, or by shifting his weight.

The vehicle can move through the softest orchard soil on its fat, low-pressure tires. It proceeds straight down each row guided by a pair of harrow disks attached to a tongue ahead of the front wheel. The disks are set in one of the irrigation furrows previously made in the orchard soil, running parallel to the tree rows.

Basically designed by Dr. Smith, the tree-working machine was engineered and constructed by The Space Equipment Corporation at Torrance, Calif.

Orchard testing has been conducted at the Irvine Ranch in Orange County by Dr. Smith and his assistant, Daniel T. Seamount.

How fast can a man pick fruit when seated in the machine?

"By enabling the picker to move speedily to successive positions, each one ideal for fruit picking, the machine eliminates much of the fatigue and strain of picking," says Dr. Smith, an agricultural economist on the Riverside campus and a pioneer in the introduction of labor-saving devices in citrus packing.

"Preliminary rate-of-pick tests, made recently, encourage us to believe that the number of fruits picked, using this machine, can substantially exceed the number picked by the conventional ladder, bag and field box method."

Except while adjusting his position, the picker has both hands free for picking and is always seated in a comfortable position. He snips the fruit off the tree and drops it into a funnel between his legs.

From there, as Dr. Smith envisions the finished machine, the fruit will be moved automatically to a bin on the back of the platform. This feature has not yet been incorporated because efforts have been concentrated on the components concerned with moving the picker quickly and easily to any position from ground level to 17 feet in the air.

Many other citrus picking machines have been attempted in the last decade, says Dr. Smith. None has been successful, chiefly because of a lack of easy and rapid maneuverability.

Main parts of the tree-working machine are a three-wheeled chassis 18 feet long; two masts which support a 20-foot boom that swings up and down in an arc from its chassis pivot; and a bucket-type seat that rises and descends, hanging from a cradle on the boom.

The machine is powered by a gasoline engine, and is propelled by a hydraulic motor operating on the front wheel. Hydraulic power also runs the motors that position the boom and move the picker up and down the boom.

The picker-operator adjusts his position by pushing one of six buttons: he can move the vehicle forward or backward; swing the boom upward or downward in an arc; and raise and lower the seat. By body motions he can swivel in his rotating seat and swing from side to side.

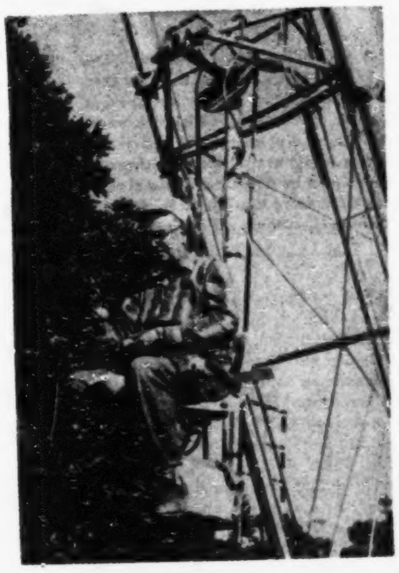
When the operator-picker gets to the end of a tree row, he descends to the ground, picks up the tongue, and guides the moving machine around to the next row. There he picks fruit from the other side of the trees he has just worked.

Dr. Smith plans a long series of experimental studies to test the tree-working machine's potentialities and improve its performance.

"For one thing," says Dr. Smith, "we have not put any fruit-conveying equipment into operation yet, and obviously this is one of the main parts of the system, since the fruit must be conveyed rapidly and without damage into the collecting bin on the platform.

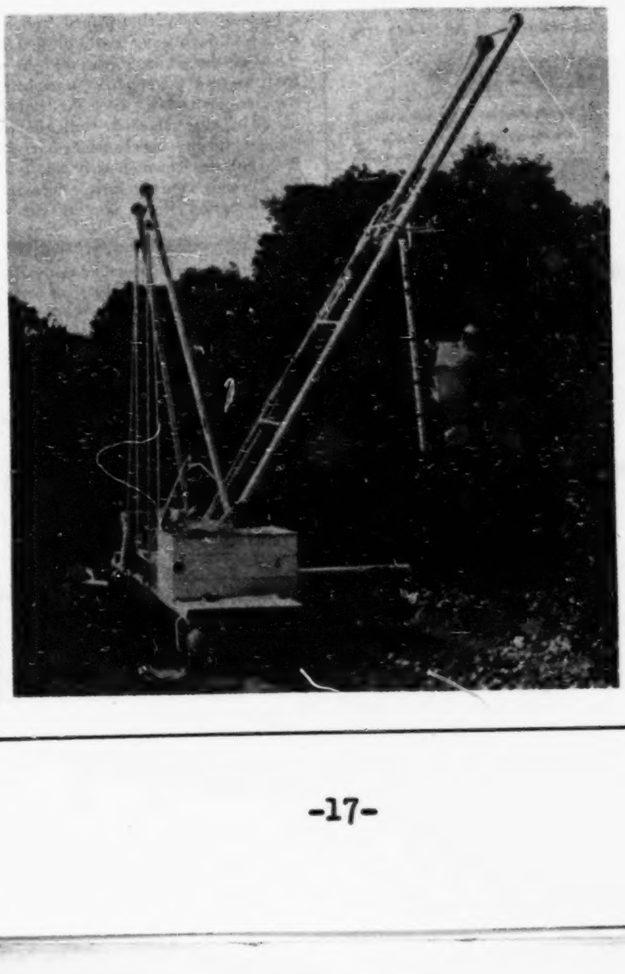
"Further, the tree-working machine will only be economical, in my opinion, if it is combined with complete mechanization of all handling steps, from tree to packing house.

"A new bulk bin system installed this year by the Irvine Valencia Growers will be suitable for use in subsequent studies with the machine."



Right: *Smith at the helm. Both cradle and boom can be raised or lowered by push-button controls.*

Fruit *drops into leather funnel between picker's knees as he sits belted in seat.*



Left: *UC specialist, Seamount, sends machine's boom outward and downward to reach picking position on tree.*

WESTERN FRUIT GROWER
DECEMBER 1962

MECHANICAL HARVESTING OF SWEET CHERRIES

CALIFORNIA AGRICULTURE, MAY, 1962

1961 Tests Show Promise and Problems

R. A. NORTON · L. L. CLAYPOOL · S. J. LEONARD
P. A. ADRIAN · R. B. FRIDLEY · F. M. CHARLES

Tests indicate that, under good conditions, 80 to 90 per cent removal of sweet cherries is possible by mechanical shaking. However, overcoming tree injury is essential to successful commercial use of tree shaking equipment. Improved clamping devices must be developed that will eliminate or minimize tree injury. Pruning and training adjustments will be required to facilitate use of mechanical harvesting equipment in the orchard and aid in fruit removal. Results of brining tests indicate that much of the bruising observed in the fresh fruit was not visible after brining, particularly when the fruit was placed in brine immediately after harvest. Shipping any of the mechanically harvested sweet cherry crop appears impractical today.

THE POSSIBILITY of mechanical harvesting of sweet cherries was suggested by promising results in other soft fruits and also from work done with the Montmorency sour cherry in other parts of the country. The advantages are obvious—more than half of the production cost in sweet cherries goes to harvest labor which is rapidly becoming more expensive and increasingly difficult to obtain. Brining had formerly been considered a secondary outlet for fruit not suitable for fresh shipment or canning. This outlet has been extremely important, however. It now accounts for almost half of all the cherries produced in San Joaquin county, the state's largest production district.

The feasibility of harvesting sweet cherries mechanically was investigated in 1961 both at Davis and under commercial orchard conditions near Stockton. Two types of harvesting equipment, three varieties, three dates of harvest, and two methods of handling fruit subsequent to removal were compared in replicated tests at Stockton. Samples of fruit from each treatment were analyzed in the fresh state for injury and adherence of stems to the fruit. The remainder of the fruit was brined and analyzed similarly. The work at Davis included tests on the mechanics of cherry removal with various types of shakers and ages of trees. In addition, exploratory tests were run with a chemical, 4-thianaphtheneacetic acid, reported to be effective in loosening the fruit from the tree.

Solari Trial

At the Solari ranch near Stockton, two types of fruit removal devices were used: the Best Shaker, a hydraulically operated shaker with a two-inch stroke and a frequency of about 600 to 800 cycles per minute; and a Goodwin "Redhead" knocker with a four-inch stroke at about 185 psi compressor pressure. Goodwin's catching frame was used for all tests.

The Best shaker, having two clamping surfaces resulted in greater injury in the early phases of the trials but modifications of the shaker clamp prior to the final harvest period greatly reduced the injury. No serious disease infection in the shaker wounds was detected within six months after harvest. However, cherry trees are extremely susceptible to disease infection from numerous organisms and commercial adoption of mechanical harvesting for this crop will be delayed until bark injury can be reduced to a minimum. The tests at Davis indicated that the C-clamp type of hookup mechanism, when carefully placed, caused little visible damage. Exploratory work with a trunk shaker showed promise for harvesting young trees, but was ineffective on older trees and caused excessive bark injury.

No distinct differences in amount of fruit removed by the Best or Goodwin shakers was noted. Considerable variation was noted in the per cent of fruit removed whether the estimation was obtained by counting the fruit on branches located throughout the tree or by a visual estimate of the entire tree before and after being shaken. As Bing and Royal Ann cherries advanced in maturity, they were more readily removed by shaking with an increasing percentage removed without stems. Under good conditions 80 to 90 per cent of the fruit can be removed mechanically.

Fruit injury

Mechanical harvesting, regardless of the equipment used, resulted in considerable bruising and injury to the fruit. This occurred as the fruit hit branches, twigs and leaves before being removed, also as it fell through the tree and finally upon hitting the catching frame. Much of the fruit left on the tree was severely injured and could not be used unless picked and placed in brine immediately. Under the conditions of this test it is doubtful that shipping of any portion of this fruit would be practical.

Royal Ann cherries were more subject to bruising, or at least the injury was more noticeable with this variety. Susceptibility to bruising of Royal Ann increased as the season progressed, whereas the reverse appeared to be true with the Bing variety.

Lambert cherries were readily harvested mechanically in a limited test. The brining quality was comparable to Royal Ann and superior to most lots of Bing.

Brining tests

A total of forty experimental barrels of cherries were prepared in SO_2 (sulfur dioxide) brine at harvest and analyzed for injury during November, 1961. As shown in the table, two methods of handling the cherries after harvest were compared. One-half of the fruit was placed immediately into barrels of brine in the orchard and the remainder was allowed to stand in boxes for 4 to 6 hours before brining. The lots which were brined in the field were spoken of as the "wet" treatments, and those which were allowed to stand in boxes were spoken of as the "dry" lots.

The freshly-picked cherries were analyzed for injury and removal of stems as a basis for comparing brined fruit lots. Results of the brining tests indicated that much of the bruising observed in the fresh fruit was not apparent in the brined cherries, particularly when the fruit was placed in brine immediately after harvest. Highest quality mechanically-harvested Bing cherries (combination No. 1 and No. 2 grade) were obtained at the earliest harvest period. Royal Ann cherries mechanically harvested during the second harvest were equal to hand-picked fruit and superior to machine-harvested fruit from the first harvest, May 22.

Some internal damage to the fruit as a result of mechanical harvesting was observed after removal of the SO_2. Placing the cherries in brine immediately after harvest reduced this damage considerably. It seems feasible to expect that the fruit could be conveyed directly from the catching frame to bins placed in the orchard. Brine could be added to the bins immediately before or after harvest. The bins could be transported to the brining facility at the convenience of the grower or processor and either stored in these containers or transferred to larger holding tanks.

EVALUATION OF MECHANICALLY HARVESTED ROYAL ANN CHERRIES HELD IN BRINE

Equipment	Handling method[1]	With stems %	Combination #1 & #2 grade[2]	Culls
		Harvested May 22		
Best	Dry	73.3	77.7	1.1
	Wet	78.0	73.5	1.3
Hand	Dry	96.8	93.0	0.5
	Wet	99.0	91.3	0.3
		Harvested May 29		
Best	Wet	59.2	86.7	0.8
Goodwin	Dry	77.6	87.6	0.3
	Wet	73.8	89.3	0.1
Hand	Dry	97.1	80.6	0.7
	Wet	98.8	83.8	0.7
		Harvested June 5		
Best	Dry	28.5	68.1	0.9
	Wet	21.4	74.1	0.8
Hand	Wet	71.8	74.4	0.9

[1] Dry—left in field boxes 4-6 hours after harvest, then placed in brine. Wet—placed in brine immediately after harvest.

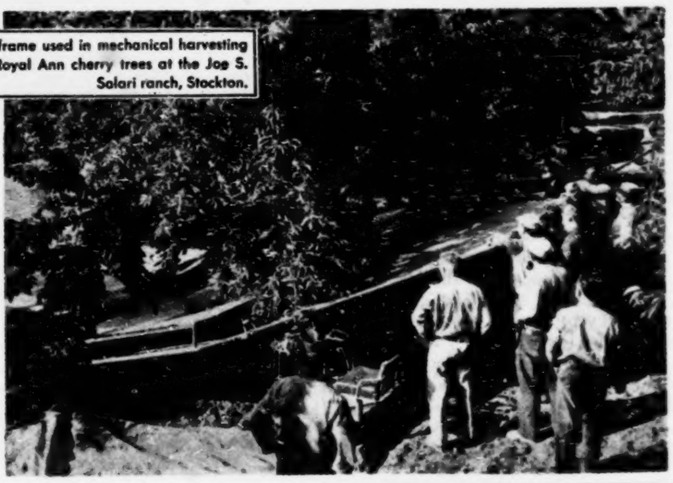
[2] Oregon standards for Sulfured Cherries, Oregon State Dept. of Agriculture, Salem, Oregon, May 20, 1954.

Davis tests

The results of the tests conducted at Davis showed that there was no advantage in the use of 4-thianaphtheneacetic acid in loosening cherries on the tree.

High frequencies (2,000 cpm) and a short stroke (3/8 inch) were effective for removal on young trees—or erect branches on older trees similar in structure to that prevalent in younger trees. This combination was not effective on long or drooping branches. To obtain removal on this type structure, lower frequency (700 cpm or less) and a longer stroke (1½ inch) were required. Possibly even a longer stroke would increase removal further.

Sweet cherries in the air as they are removed by boom shaker.



Catching frame used in mechanical harvesting trials on Royal Ann cherry trees at the Joe S. Solari ranch, Stockton.

THE PRESS DEMOCRAT

Santa Rosa, California, Sunday, October 21, 1962

New Tank Cars Save Labor In Grape Harvest

By MIKE PARDEE

Tractor-pulled "tank trains" are making grape harvest history in mid-Empire vineyards this year.

They're speeding up handling the crop by cutting down labor and eliminating boxes, and are actually delivering more juice per ton of grapes to the winery.

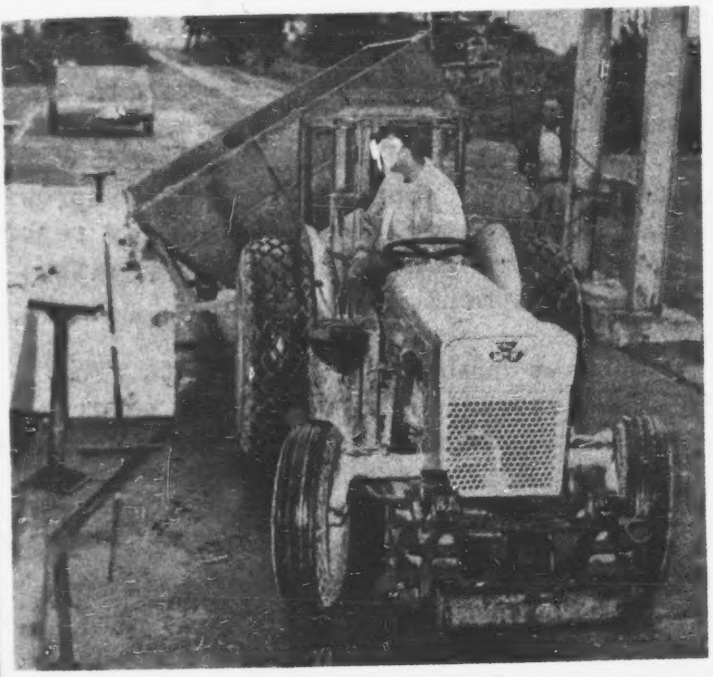
For that you can take the enthusiastic word of several growers who are pioneering the "trains" as the latest move toward grape harvest mechanization, as well as that of AES Farm Advisor Bob Sisson, who started the whole thing by insisting that grape growers are working too hard.

"Tank trains" are simply small-sized editions of the familiar big metal gondola truck bodies you see hauling grapes on the highways.

They fit into the harvest picture by being small. They vary from one to perhaps four tons capacity. Trailer-mounted, they are pulled along vineyard rows, or border roads, where pickers dump the grapes directly into them. Filled, the individual tanks are hooked nose-to-tail and pulled train-like to the truck loading station, or, if they're used in a winery vineyard, directly to the crusher dump.

• • • • •

Picking Pans and One-Ton Tank Trailers Eliminate Wooden Boxes



"LOOK—NO BOXES"

Citrus Bulk Handling Orange County's First

CALIFORNIA FARMER

August 4, 1962

BY LES DODD

• • • • •

Steel bins, 40"x40"x20" are used for picking and hauling from field to plant. Each bin holds 10 standard field boxes. Empties are scattered in a grove in a pattern that requires the minimum of walking and packing of fruit by pickers. The pattern depends upon the yield of fruit. Each picker has his own box and is paid for what he picks.

Empties and filled boxes are loaded and unloaded from a specially constructed flat bed truck, equipped with a hydraulic crane and grab hook. One man drives, another operates the crane. The crane truck carries nine boxes, filled or empty. There are two mother or road trucks to each crane truck, which haul 18 filled boxes each to the packing house and return an equal number of empties.

Recently, three cranes handled the equivalent of 6050 boxes of fruit in a single day or over 2000 each.

Bins are transferred from crane truck to roller-bottomed road truck by a link-chain conveyor which is powered in both directions to handle both empties and full bins. Road trucks are unloaded at the plant by simply rolling the bins to the rear of the truck and at that point it is taken over by powered chain conveyors.

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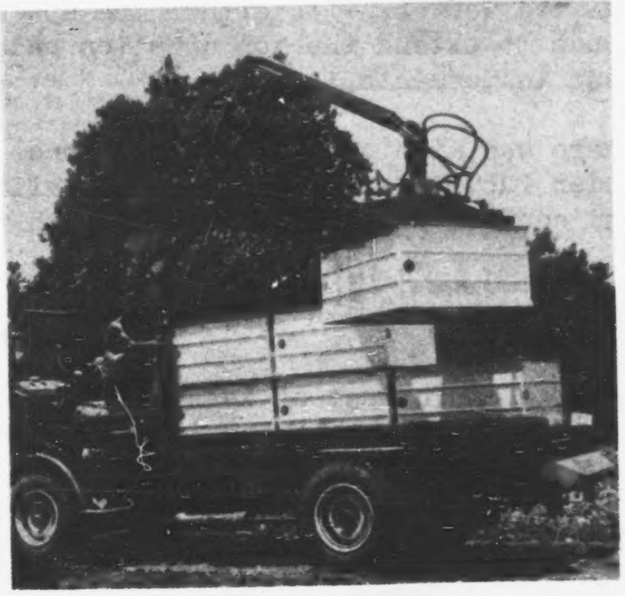
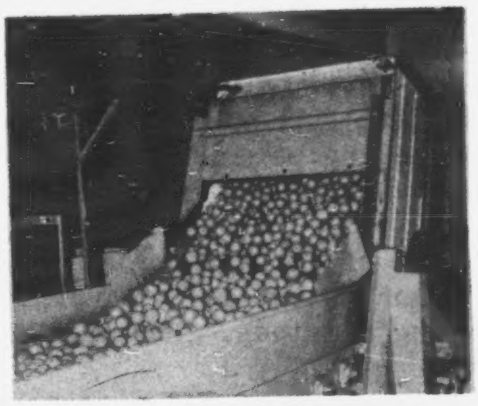
BINS IN ORCHARD filled with Valencia oranges await pick-up.



LOADING filled boxes. Note angular, steel, male joint on rear for aligning equipment to unload.



AUTOMATIC dump sends fruit to processing.

EMPLOYMENT TRENDS

Table III, opposite page, shows a decline of 1 percent in average employment in California agriculture between 1961 and 1962. Fewer workers of all types were engaged except for the hired year-round and regular workers, the number of which increased. (See footnote to Table III relating to revisions in California agricultural employment estimates. Table IV, Page 23, provides revised monthly employment data, by type of worker, for 1961 and 1962.)

Farm family

The decrease in farmers and unpaid family workers primarily reflects the long-term decline in the number of farms. This trend has resulted from farm consolidations and transfer of agricultural land to other uses.

Regular

The number of hired year-round workers increased 4 percent, from an average of 91,000 to 94,300, according to the revised estimates. A number of factors appear to have influenced this trend. One has been the upgrading of job specifications as a result of advancing mechanization and other farm technology. The farmer who finds the skilled worker, with either the specialized or diversified qualifications needed, tends to extend the job duration and try to hold the worker through improved employment inducements.

There was also considerable evidence that many Mexican workers formerly employed under Public Law 78 returned to California with permanent visas, under Public Law 414, and secured regular employment with former employers who sponsored their immigration.

Seasonal

Average employment of seasonal domestic farm workers declined about 3 percent, with a sharper decline in the local workers than in the number of nonlocals. Both the Farm Placement Service and the employers were devoting more time to the search for and selection of the qualified, reliable workers, and both intensified efforts to keep them on the job. The registration program and follow-up work records by the Department of Employment were reported to have reduced labor turnover and encouraged workers to stay on the job. Farmers were weeding out the poorer worker and improving wages and offering more hours of work to the better workers. There were many reports of improved labor utilization, which is believed to have contributed, along with labor saving, to the overall decline in seasonal employment.

The domestic seasonal work force included significant numbers of immigrants from Mexico, having permanent visas or "Green Cards". Several field observers reported that many Green Card Mexicans were migrants, returning to Mexico between seasons.

Employment of foreign contract workers--from Mexico and Japan--was below 1961 levels for all months except September, when more were needed to help pick the record tonnage of canning tomatoes. See also Foreign Labor Program.

For peak employment and seasons, by crop, see Table V, Pages 24, 25. For peak employment of men, women, and youth, by type of worker, 1960--1962, see Table VI, Page 26. See also Migrant and Youth Farm Work programs.

TABLE III

ESTIMATED AVERAGE NUMBER WORKING ON CALIFORNIA FARMS - 1961 AND 1962*

By Type of Worker

TYPE OF WORKER	AVERAGE NUMBER WORKING ON FARMS 1961 Workers	1961 % of Total	1962 Workers	1962 % of Total	1962 CHANGE FROM 1961 ± Workers	Percent
STATE TOTAL	327,300	100%	323,900	100%	- 3,400	- 1%
Farmers & unpaid family .	95,400	29%	93,800	29%	- 1,600	- 2%
Hired year-round.	91,000	28%	94,300	29%	+ 3,300	+ 4%
Hired temporary--Domestic	105,900	32%	102,500	32%	- 3,400	- 3%
Local.	79,800	24%	77,000	24%	- 2,800	- 4%
Nonlocal	26,100	8%	25,500	8%	- 600	- 2%
Intrastate. . . .	(17,800)	(5%)	(17,400)	(5%)	(- 400)	(- 2%)
Interstate. . . .	(8,300)	(3%)	(8,100)	(3%)	(- 200)	(- 2%)
Contract Foreign Workers#	35,000	11%	33,300	10%	- 1,700	- 5%

*Averages are based on mid-month estimates.

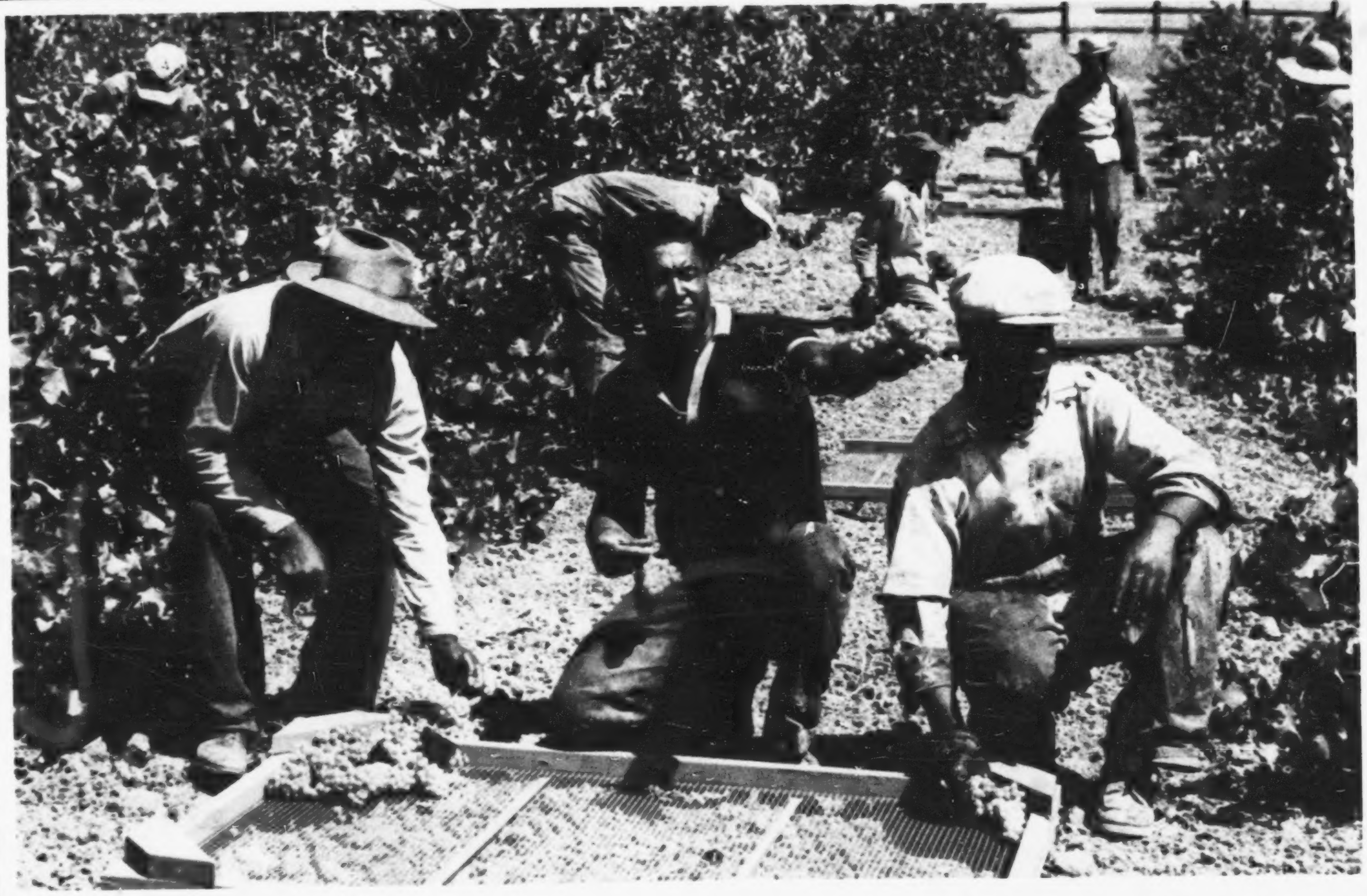
#1961: Mexico 33,400; Japan 1,600.
1962: Mexico 32,000; Japan 1,300.

NOTE: The above figures are based on revised data taken from Report 881M #1, Revision of California Agricultural Employment Estimates, issued by the Research and Statistics Section, Department of Employment, January, 1963, revising data for 1950--1962.

The revisions followed an extensive field review of new benchmarks obtained from the 1959 Census of Agriculture, the 1960 Census of Population, and reports of employment by agricultural employers as required by the Disability Insurance Program.

Revisions were primarily in estimates of "Farmers and unpaid family workers", which had been based primarily on the Census of Agriculture, "Farm operators", although the Census had counted an operator for every farm regardless of size or time spent in farming by the operator. The revised series is based on the Census of Population concept of the farmer as one who spends the majority of his labor operating his own farm and, thus, excludes those for whom farming is supplemental to another occupation. The revised 1962 average for farmers and unpaid family workers represented a reduction of approximately one-third of the unrevised series.

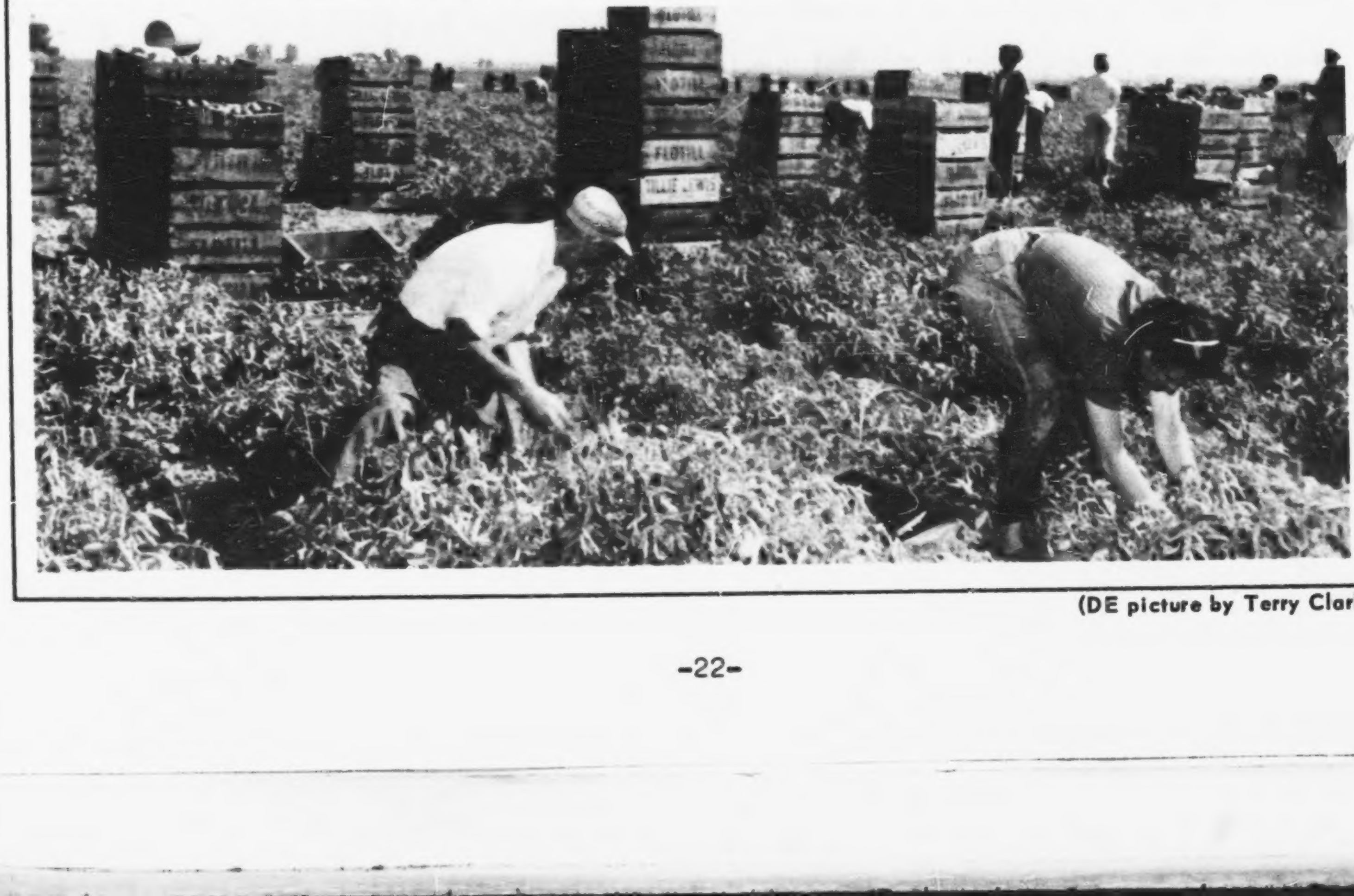
Hired domestic workers were also revised downward. Most of the cuts reflect a re-evaluation of employment in the general category, "all other agriculture"; that is, activities other than major seasonal activities. Estimates, by crop, for the latter are reported in the California Weekly Farm Labor Report, 881-A.



(Photo, courtesy of James P. Hourigan)

DOMESTIC FARM WORKERS (Above) Local crew cuts Semillon wine grapes at Cresta Blanca Vineyard in Livermore Valley. The carefully selected grapes are laid on screen to dry almost to a raisin before crushing. L. D. Parrish (center), licensed farm labor contractor, is the employer of the crew. He places orders at San Francisco Bay area farm labor offices to fill vacancies or add workers to the crew, which he transports, supervises, pays ($1.25 hr), insures, etc.

(Below) Oregon couple pick canning tomatoes near Sacramento. They usually work in a dairy, but "decided to try tomato picking". A box shortage and lack of experience limited their earnings (@ 13¢ box) to about $7.00 the first day on this job.



(DE picture by Terry Clark)

TABLE IV

CALIFORNIA

ESTIMATED NUMBER WORKING ON FARMS - BY MONTHS*- 1961 AND 1962

By Type of Worker

			Hired domestic farm workers					
					Temporary			
						Nonlocal		
Year and Month	Total workers	Farmers and unpaid family workers	Total hired domestic	Year-round	Local	Intra-state	Inter-state	Foreign contract workers#
1961: JAN	289,600	93,500	174,100	91,600	66,100	12,000	4,400	22,000
FEB	279,700	95,700	163,000	91,500	57,700	9,700	4,100	21,000
MAR	264,600	96,100	148,600	91,400	46,000	7,800	3,400	19,900
APR	287,900	95,500	167,700	91,300	60,500	10,800	5,100	24,700
MAY	347,600	97,300	209,300	91,100	91,200	19,400	7,600	41,000
JUN	368,100	97,600	225,800	91,000	98,000	25,100	11,700	44,700
JUL	354,900	96,100	220,600	90,900	97,100	21,700	10,900	38,200
AUG	367,200	98,400	228,400	90,800	95,500	28,200	13,900	40,400
SEP	419,600	98,300	260,400	90,600	116,800	35,300	17,700	60,900
OCT	383,200	95,700	224,300	90,500	97,300	25,000	11,500	63,200
NOV	286,800	91,400	169,700	90,400	66,100	8,800	4,400	25,700
DEC	279,000	89,800	170,600	90,300	65,700	10,400	4,200	18,600
1962: JAN	284,200	90,200	176,900	90,100	70,200	11,800	4,800	17,100
FEB	277,300	91,900	168,100	92,100	61,900	9,600	4,500	17,300
MAR	264,900	92,800	154,800	92,800	49,700	8,400	3,900	17,300
APR	276,800	93,300	164,400	92,900	55,700	10,400	5,400	19,100
MAY	345,900	96,200	209,600	96,600	88,200	17,200	7,600	40,100
JUN	368,000	96,900	227,200	98,500	93,200	24,700	10,800	43,900
JUL	347,700	95,800	216,200	97,100	87,100	20,700	11,300	35,700
AUG	347,000	97,900	236,700	97,600	93,900	30,500	14,700	39,400
SEP	428,700	97,800	258,000	97,900	110,500	33,600	16,000	72,900
OCT	373,900	95,300	215,700	95,700	87,600	22,800	9,600	62,900
NOV	275,900	90,300	165,400	90,600	61,300	9,000	4,500	20,200
DEC	269,400	88,300	167,700	89,400	64,500	9,700	4,100	13,400

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*Mid-month estimates.

#Foreign contract workers were Mexican Nationals, except that the 1961 figures included an average of about 1,600 Japanese, and the 1962 figures included an average of about 1,300 Japanese. December, 1962, figure includes 120 Filipino workers.

SOURCE: Report 881M #1, Revision of California Agricultural Employment Estimates January, 1963. (See footnote to Table III, Page 21.)

TABLE V

PEAK EMPLOYMENT & SEASONS - SELECTED CALIFORNIA CROPS - 1961 & 1962

		Peak season**	
Crop and Year	Employment*	From	To
FRUITS AND NUTS:			
Almonds. 1961	8,500	8-28	9-23
1962	7,650	8-27	9-22
Apples 1961	3,350	7-31	10-14
1962	4,200	9-24	10-13
Apricots 1961	25,550	7-3	7-8
1962	19,800	7-9	7-21
Bushberries. 1961	6,900	6-12	7-1
1962	7,200	6-18	6-30
Cherries 1961	13,500	5-29	6-10
1962	9,750	5-28	6-16
Figs 1961	2,050	8-21	9-23
1962	2,050	8-20	9-22
Grapes 1961	65,750	8-28	9-23
1962	64,150	8-27	9-22
Lemons 1961	6,250	1-16	5-27
1962	7,150	1-8	4-28
Olives 1961	5,300	10-16	11-4
1962	6,800	10-15	11-10
Oranges, Navel 1961	6,750	11-28	3-4
1962	6,200	11-27	1-20
Oranges, Valencia. . .1961	5,300	4-17	8-26
1962	5,450	4-30	6-2
Peaches. 1961	32,350	8-7	8-26
1962	29,250	8-6	9-1
Pears. 1961	9,550	7-31	8-26
1962	12,250	8-6	8-18
Plums. 1961	8,500	6-12	7-15
1962	8,450	6-18	7-14
Prunes 1961	29,900	8-21	9-9
1962	26,500	8-20	9-15
Strawberries 1961	17,000	5-1	6-3
1962	16,700	5-7	6-23
Walnuts. 1961	11,250	10-9	10-28
1962	11,550	10-8	10-27

TABLE V--Continued

Crop and Year		Employment*	Peak season**	
			From	To
VEGETABLES:				
Asparagus.	1961	9,250	3-27	6-10
	1962	9,050	4-2	6-2
Beans, Snap.	1961	8,900	7-24	8-26
	1962	6,500	7-30	9-1
Carrots.	1961	2,500	12-19	1-7
	1962	1,500	11-27	3-17
Celery	1961	2,350	10-31	12-30
	1962	2,400	11-5	12-15
Lettuce.	1961	7,600	5-15	10-28
	1962	7,600	5-14	10-27
Melons, Cants.	1961	9,100	7-10	8-12
	1962	8,750	7-9	8-11
Potatoes	1961	6,200	5-15	5-27
	1962	4,750	5-21	6-23
Tomatoes	1961	43,700	9-11	10-21
	1962	53,750	9-3	10-13
FIELD CROPS:				
Cotton (Chop).	1961	18,300	5-15	6-17
	1962	17,650	5-14	6-16
Cotton (Pick).	1961	26,700	10-9	11-11
	1962	19,450	10-8	11-17
Grain, Small	1961	6,100	6-5	7-8
	1962	6,100	6-4	7-7
Hay, Alfalfa	1961	12,650	5-22	9-9
	1962	10,050	5-7	9-8
Hay, Misc.	1961	4,150	6-12	7-1
	1962	3,150	6-4	7-7
Hops	1961	1,900	8-21	9-2
	1962	1,500	8-20	9-1
Rice	1961	1,850	10-2	10-21
	1962	1,900	10-1	11-3
Sugar beets (Thin) . .	1961	6,850	4-10	5-27
	1962	6,000	4-28	6-23

*Preliminary estimate. The maximum number employed at any time during the peak season.

**The period of heavy labor demand, but employment was not necessarily at the maximum throughout the period.

TABLE VI

CALIFORNIA

PEAK EMPLOYMENT ON FARMS - MEN, WOMEN, YOUTH - 1960...1962

By type of worker - Peak weeks ending 9-3-60, 9-9-61, 9-8-62

TYPE OF WORKER	Year	Total working at peak	MEN		WOMEN		YOUTH	
			Number working	% of total	Number working	% of total	Number working	% of total
TOTAL WORKERS. . . .	1960	419,200	360,300	85.9%	32,500	7.8%	26,400	6.3%
	1961	435,900	377,150	86.5%	34,000	7.8%	24,750	5.7%
	1962	435,500	366,400	84.1%	38,550	8.9%	30,550	7.0%
Farmers & unpaid family	1960	94,700*	82,300	86.9%	7,200	7.6%	5,200	5.5%
	1961	98,400	86,100	87.5%	7,100	7.2%	5,200	5.3%
	1962	96,100	81,800	85.1%	8,300	8.6%	6,000	6.3%
Hired year-round	1960	92,200	87,600	95.0%	3,300	3.6%	1,300	1.4%
	1961	90,700	86,600	95.5%	3,000	3.3%	1,100	1.2%
	1962	97,500	92,850	95.2%	3,600	3.7%	1,050	1.1%
Temporary Domestic: Local	1960	115,600	89,400	77.3%	13,200	11.4%	13,000	11.3%
	1961	122,500	96,500	78.8%	14,500	11.8%	11,500	9.4%
	1962	117,100	82,000	70.0%	18,700	16.0%	16,400	14.0%
Intrastate. . .	1960	38,300	27,300	71.3%	6,100	15.9%	4,900	12.8%
	1961	43,800	32,850	75.0%	6,400	14.6%	4,550	10.4%
	1962	38,200	28,350	74.2%	4,950	13.0%	4,900	12.8%
Interstate. . .	1960	20,200	15,500	76.7%	2,700	13.4%	2,000	9.9%
	1961	22,700	17,300	76.2%	3,000	13.2%	2,400	10.6%
	1962	17,300	12,100	70.0%	3,000	17.3%	2,200	12.7%
Contract foreign . .	1960	58,200	58,200	100.0%				
	1961	57,800	57,800	100.0%				
	1962	69,300	69,300	100.0%				

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*Not entirely comparable with 1961 figure, because of differences in the method of estimating. If estimated on the same basis as 1961, 1960 figure would probably be about 9,000 higher.

SOURCE: Annual field reports ES-225, Worksheet C. 1960 and 1961 figures revised, based on field surveys, 1960 Census of Population, and 1959 Census of Agriculture. (See footnote to Table III, Page 21.)

"JUST ABOUT EVERYBODY WORKS IN THE PEACH HARVEST!"

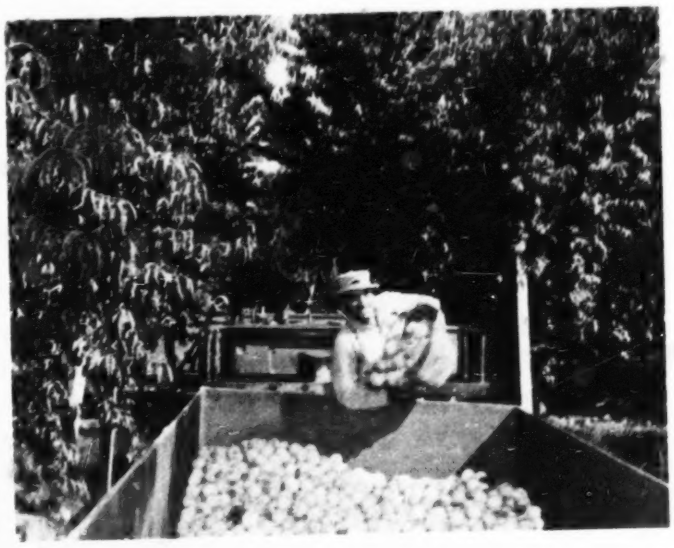
The canning peach harvest on the Dave Orth Ranch near Hughson offers a composite picture of the domestic work force. Pickers on the ladder and emptying bucket are interstate migrants from Texas.

The husband and wife team, supervisor and checker, migrate each year from Tulare County, about 150 miles south, where their five children stay at home with their grandmother, and where during the winter, the husband works in oranges and olives.

Driving the tractor that pulls the bulk trailers from orchard to grading yard, is John Orth, one of the farmer's three sons who works in the harvest.

On the grading platform is Mrs. Orth (left, rear) and local women, some of whom are in families of year-round employees at the Orth Ranch.

The harvest on this ranch is unique in that grading is not done in the orchard, but in the shed as shown.



(DE pictures by Terry Clark)

FARM WORKER REGISTRATION

The required registration of individual farm workers, started early in 1961, influenced noticeable advancements in farm labor service and employment since that time. By 1962, farm labor office personnel knew large numbers of workers by name and had access to cumulative records of their skills, job performance, and reliability.

A rising number of workers benefited from identification and the records which enabled more effective job finding in their behalf. Comments from farm labor office employees indicated that workers were increasingly aware of the importance of a good record--were more likely to report completion of a job. If they had left a job because of unsatisfactory conditions or treatment, they were also likely to explain why so that their records would show that they had quit for good reason.

Through publicity, public relations, and promotional visiting, more farmers were becoming aware of the farm worker registration policy and were benefiting from employment of workers whose selection was based on recorded qualifications and performance. See Page 30. The continuing success of the upgraded farm labor service required the interest and cooperation of employers. They were asked to return the individual worker's referral card notifying the office of his reliability and performance, noting any disqualifying factors. Discussions with workers sometimes disclosed an employer's weakness in supervision or labor relations.

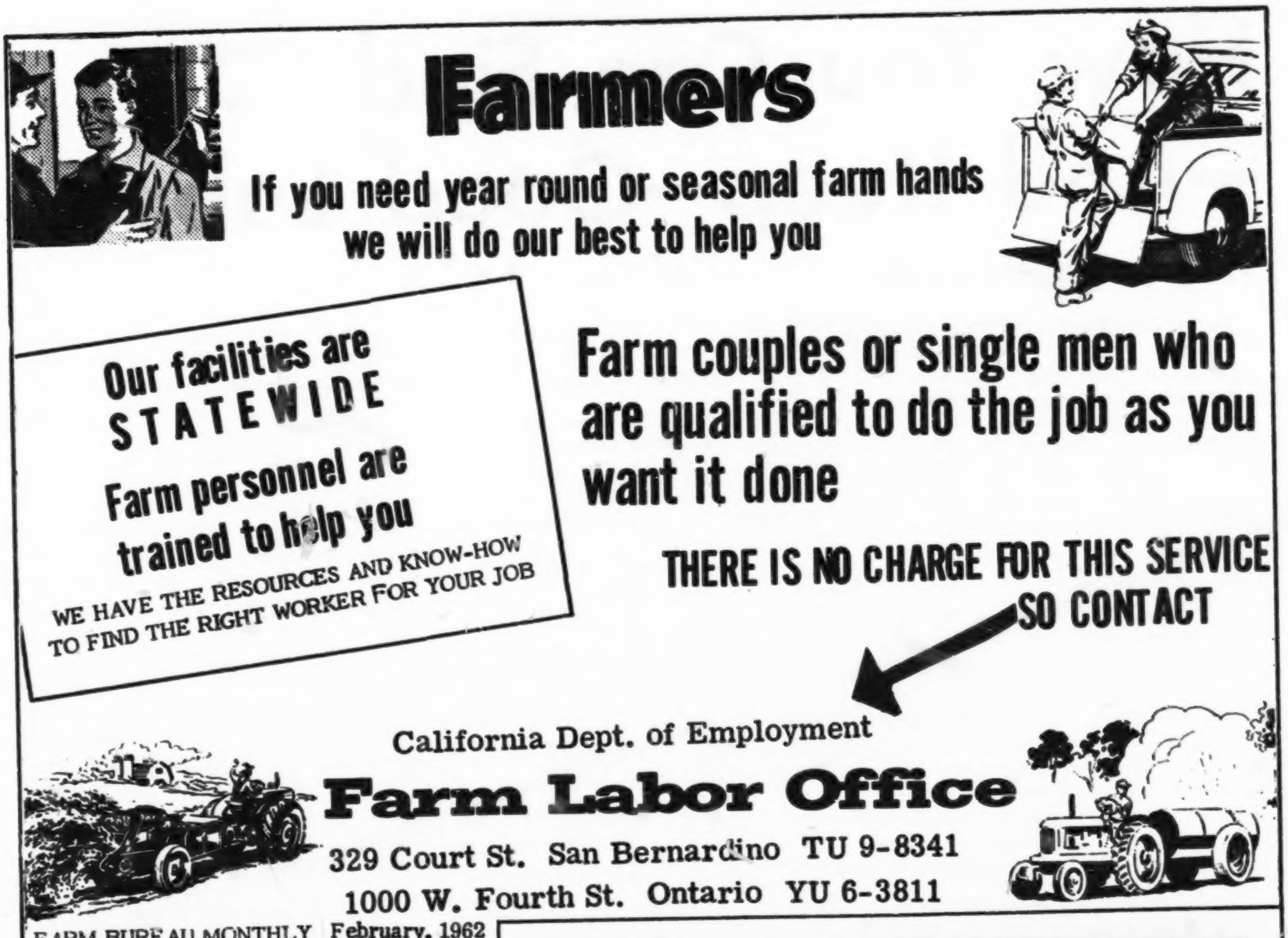
FARM JOB PROMOTION

The build-up of the farm worker registrations and work records called for an accompanying drive to promote job openings and suitable employment for the applicants. Publicity encouraged farmers to use their farm labor office. See opposite page. Promotional employer visits increased from 20,251 in 1961, to 25,753 in 1962, or 27 percent. In many instances job opportunities were developed through contacts with employers who had not previously used the Farm Placement Service--or, at least, not in recent years. New employers, as well as those accustomed to coming to the farm labor office, expressed satisfaction with the improved quality and performance of workers referred.

FARM JOB PLACEMENT

Table VII, Page 31, shows a decline in total agricultural placements, from 370,159 in 1961 to 283,994 in 1962, partly due to increased stability in the work force. Selection involved securing assurances from the workers that they intended to complete the job, and workers were doing so. Pool-type placements dropped to zero because of the requirement for registration and individual selection of workers. Placements were fewer because many workers returned, on their own, to jobs and employers with whom they had been previously placed. Mechanization, reduced production, or other conditions which decreased the need for workers, also lowered the placement count. Offsetting the quantitative decline in placements was the increased value of the average placement, representing a better qualified worker on the job for a longer period.

In the latter part of 1962 there was interesting evidence that quality personalized placement service was beginning to pay off in increasing numbers. Whereas individual selection placements for January--September, 1962, had been 14 percent below the number during the first nine months of 1961, the trend was reversed when the number of individual selection placements for October--December, 1962, exceeded that for the corresponding 1961 period by 4 percent.



Farmers

If you need year round or seasonal farm hands
we will do our best to help you

Our facilities are
STATEWIDE

Farm personnel are
trained to help you

WE HAVE THE RESOURCES AND KNOW-HOW
TO FIND THE RIGHT WORKER FOR YOUR JOB

Farm couples or single men who are qualified to do the job as you want it done

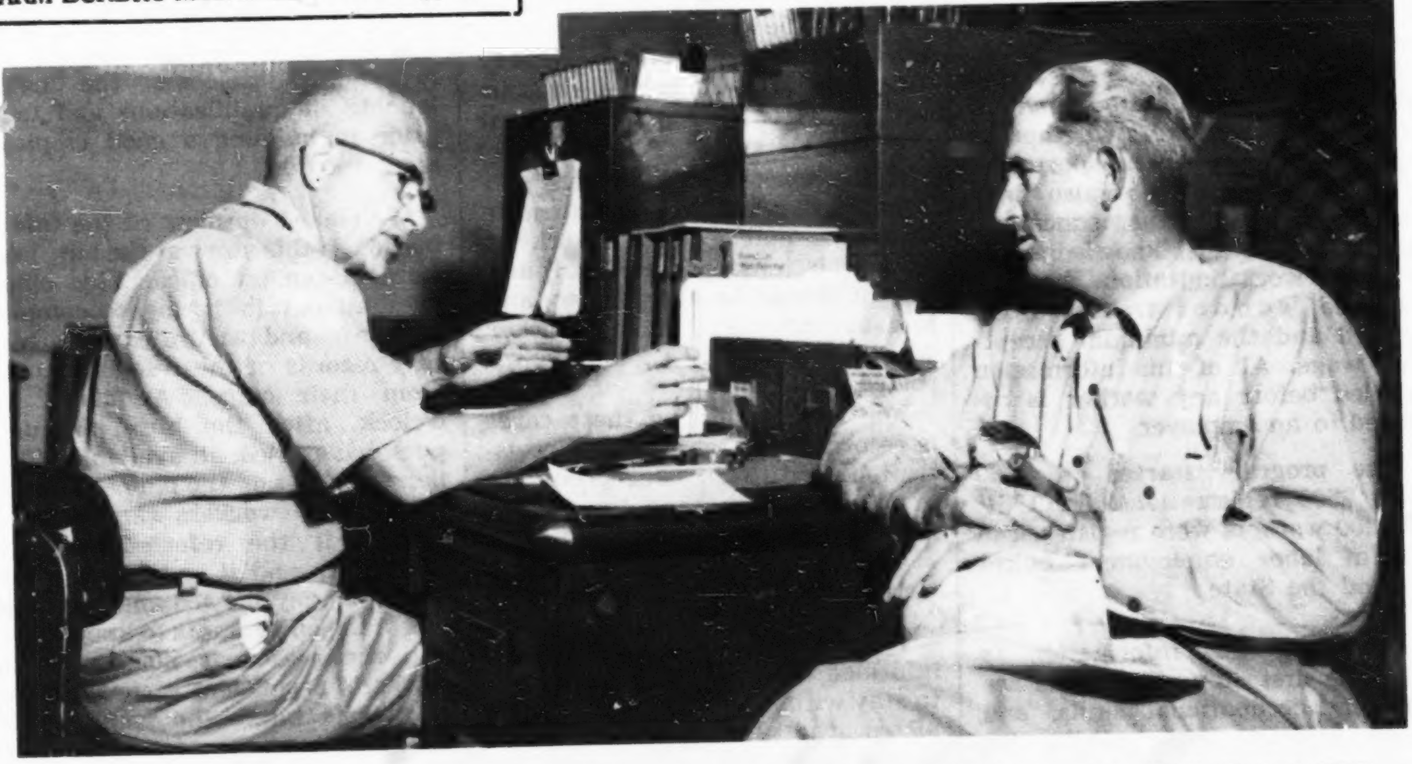
THERE IS NO CHARGE FOR THIS SERVICE
SO CONTACT

California Dept. of Employment

Farm Labor Office

329 Court St. San Bernardino TU 9-8341
1000 W. Fourth St. Ontario YU 6-3811

FARM BUREAU MONTHLY February, 1962



WHEN IN TOWN, STOP BY! W. L. Speed, peach, tomato, and olive grower, talks things over with N. Hoover, FPO at Marysville FLO where Speed secures workers. His August work force: 42 domestics in peaches, 6 domestics and 35 Mexicans in tomatoes, and 6 year-round men--4 who live in a bunkhouse and batch, and 2 with families who are provided housing. Speed reports to Farm Labor Office a few days after hiring. While here, he also revised activities on his DE 3401.

(DE picture by Terry Clark)

How You Can Find —And Keep—Good Labor

CALIFORNIA FARMER,
July 7, 1962

By DON RAZEE

Worker Registration

The Department of Employment is in the process of establishing several new services which offer great potential value to both workers and growers in the State of California—the Worker Registration Program and the Annual Worker Plan. Both are just so much wasted effort without considerable cooperation on the part of growers.

About a year ago, the department began a program of individual registration of workers and individual referral. The lack of individual identity has contributed much to the disorder of the farm labor market. In most cases, there has been little effort to identify individuals and little or no effort has been made to establish employer-employee relationships.

Here's how the Worker Registration Program works: The first time a worker enters a farm labor office anywhere in the State, his name, address, work history, skills, kind of work he would like to do, where he wants to work and whether or not he has his own transportation is recorded. The office also finds out his family status, education, age, special skills, knowledges or abilities, work limitations, housing required, school transportation needed and the minimum acceptable wage. All of this information is filed before any worker is referred to an employer.

The program started in 1960 with 2500 registrations. In 1961, 100,000 workers were registered in farm labor employment offices around the State.

Gathering this information is only the first step. The cards are filed by occupational skills, and when growers begin asking for workers with a particular skill in large numbers, cards are sent out from the local farm labor office to all of those registered who indicated the skill. The workers are asked to come to the farm labor office to be assigned work.

When these individual referrals are made, the farm placement representative advises the worker he is expected to stay on the job until it is completed. It is noted on the worker's registration card that John Doe was sent to the XYZ Ranch to thin apricots. Each worker is given a postage-free card to be presented to his employer. This card introduces the worker and tells the grower he is properly registered. Here is where the grower must help or the entire program goes to pot.

The employer is asked to note the date he hires a worker and then hold the card for three or four days while he evaluates the work done by the referred worker. When sufficient time has passed to fairly evaluate the work, the grower is asked to make whatever comment about the worker he feels is fair and drop the self-addressed card into the mail.

If the worker walks off the job in half a day and doesn't return, it should be noted. If the work or worker is unsatisfactory in any way, it should be noted. Also, and just as important, if the worker does a good job it should be reported.

The information on these cards is recorded on each worker's registration card. This same procedure is followed each time the worker is referred, and as time passes can become a valuable aid in getting workers and growers together.

When a worker is referred, he is informed that he will be expected to stay with the job until it is completed, that leaving before it is finished or being dismissed for being drunk, not showing up for work or just doing a poor job will be noted and become a permanent part of his record. If a worker is dismissed with just cause twice, the department will no longer refer him to jobs until he has secured a job himself and demonstrated he can hold it.

The department is also trying to get the same workers and employers together each year. "We ask farm employers to develop stable crews eliminating the treadmill operation of new crews every day simply composed of so many people loaded on a bus," explains Bayard Rucker, assistant chief of farm placement with the Department of Employment. "We ask farmers to make good workers feel welcome and invite them to stay on his job until finished rather than catching the first bus that comes along under the old day-haul set up.

"Those who have cooperated in the program say the system produces good results. Workers generally respond to their identity as individuals, welcome the cataloguing of qualifications and take pride in building a good employment record."

We picked up most of the information in this story at the San Jose farm placement office. This office goes all out in trying to compile adequate and accurate work history records of the referrals made from their office. At about 11 o'clock, after the busy morning push has passed, all available office personnel get on the phone and call farms where workers were referred to ask if the referred workers showed up and if so, if they were hired. If they showed and were not hired, the office wants to know why, and the reason is noted on the worker's permanent record. If the worker is hired, the employer is asked to hold the card given him by the worker for a few days and then return it to the office with whatever comment he wishes to make.

TABLE VII

CALIFORNIA

AGRICULTURAL PLACEMENTS BY MONTHS - 1958--1962*

Month	Number of Placements				
	1958	1959	1960	1961	1962
TOTAL.	824,404	1,034,463	974,060	370,159	283,994
January.	29,433	22,722	28,608	23,961	12,053
February	18,217	17,353	18,793	18,421	7,253
March.	20,803	38,392	37,133	14,465	11,406
April.	35,020	52,205	60,760	16,131	15,307
May.	104,190	112,254	126,101	30,109	25,313
June	112,008	121,419	145,965	40,518	32,918
July	95,164	136,963	140,050	48,968	37,196
August	113,395	146,214	131,565	53,517	43,946
September.	107,171	140,346	112,120	45,551	35,323
October.	103,990	109,715	88,783	37,885	33,330
November	47,548	75,289	48,082	25,326	17,957
December	37,465	61,591	36,100	15,307	11,992

*Source: Report on Local Office Activities, DE 2483 State Summary. Placements by volunteer farm placement representatives are excluded.

RECRUITMENT-Methods and media

Improved applications and work records strengthened the applicant file as a source of labor for recruitment, particularly for resident workers with exceptional skills, horticultural knowledge, or supervisory capabilities. The registration requirement seemed to produce more of such applicants--partly because the application often revealed experience and ability beyond the worker's immediate job inquiry, which may have been limited to blackboard offers. It also seemed that publicity and promotion to encourage registration brought in more talented applicants not previously served.

This upgrading of the applicant file enlivened file-search and call-in functions with considerable success. A common exception was the difficulty in locating some workers, particularly nonlocals at temporary addresses, or locals for seasonal and casual employment. A related exception was that such jobs were commonly offered on short notice, as in an emergency. The employer might prefer to select workers in or near the office rather than to wait for file-search and call-in procedures which might not provide the needed workers or get them onto the job soon enough.

Blackboards, window cards, and gate posters, "pickers wanted", were widely used in recruitment by offices and employers, with varying results related to the attraction of the work and the potential labor supply. Sound equipment at offices and on autos continued to be used on occasion in areas where local ordinances permitted.

Press recruitment

Olive Growers Need Pickers

OROVILLE — (E-R) — The "Olive Pickers Wanted" sign on the Department of Employment office door here illustrates how quickly conditions can change on the farmscene.

Just a short time ago, mid-November, olive growers turned away hundreds of men and families who had come to Butte County to harvest olives. Hardly any pickers were needed. Only the old regulars, who had come here for years, were hired.

"We need about 400 pickers now" Eldon Cully, Deparmtent farm placement expert for Butte Plumas and Glenn Counties said. "We've expended the call to other areas as far south as Los Angeles to recruit workers."

Experienced pickers are needed at Palermo, Oroville, Bangor, Paradise, Orland, and Wyandotte.

Cully said, "Our only critical farm labor shortage is for all pickers. Before the holidays we had lots of people ready to pick, but the fog and cold delayed the start. There was nothing to keep the labor around. Now we're experiencing a temporary work shortage until we get some more people.

WANTED
Field Workers

To thin, hoe and harvest lettuce and various vegetable crops; also, to hoe and harvest strawberries.

Apply at nearest FARM LABOR OFFICE of the California Department of Employment.

This ad paid for by Growers Farm Labor Association.

HOE WEEDS & PICK STRAWBERRIES
PLANT, THIN, TOMATOES
Progressive Growers Association
Apply FARM LABOR OFFICE, Salinas.

Needed: Asparagus Cutters; Apply At New Office Facility

Asparagus cutters are needed in the Sacramento and San Joaquin Delta areas for the harvest of the 1962 asparagus crop.

Mel Wallace, Sacramento Farm Labor Office manager, said workers will be required to cut on a crew basis and will be paid according to the published scale for cutting asparagus. Camp facilities are available or workers may use their own transportation to the job. Work will last until approximately July 1st.

Interested workers are requested to contact the Farm Labor Office at 120 Q Street and register for work Monday through Friday from 6 AM until 4 PM.

Effective tomorrow, the California State Department of Employment Farm Labor Office will open at a new location, 120 Q Street.

The new office will operate on a Monday through Friday schedule until peak work loads warrant opening for Saturday and Sunday.

Wallace said the change in office location is the result of a projected program to offer better office facilities and services to both the agriculture employe and the agriculture employer.

FARM LABOR
INF ATION

By Charles Grant
Farm Placement Representative

Pruning, both orchard and vineyard is well under way throughout the county. Clear, cold weather has created ideal pruning conditions and growers are taking advantage of this.

Growers who are seeking qualified pruners and workers with pruning skills are urged to contact the Department of Employment, Farm Labor Office at 606 Healdsburg ave.; Liberty 5-1250, to enlist our aid in filling vacancies in their crews or seeking employment.

Planting of trees and vines is also taking place in spite of the relatively dry weather and we have openings for experienced planters as well as various jobs on ranches and farms. For those seeking workers, a telephone call is all that is necessary, for those seeking work a personal visit is required in order to fill out a work application.

Local Family Help Needed For Harvest

Local families are needed for harvest help although there is more migratory farm labor in the area than in many years, according to Mrs. Elma Biasi, local manager of the state farm labor office.

She said housing facilities on local farms are filled in most instances, and the office is unable to place non-resident families.

Even so, Mrs. Biasi said the situation is not critical.

All growers she knows of have help, but with the prune and bean crops "coming on" and maturing more evenly than normal, more help can be used.

Office Hours

Local families may inquire at the office on Healdsburg Avenue in the Plaza Hotel building Monday through Friday from 7 a.m. to 5 p.m. and Saturday from 7 to 11 a.m.

She estimated that the prune harvest will be completed by the end of August, about two weeks earlier than usual. Apples and pears are about finished now.

Grapes are expected to be ready for picking by September 10, she has learned from growers, and this is two to three weeks earlier than normal.

Farm Office Requests 300 Field Workers

Three hundred farm workers are needed in the Arvin, Lakeview, and Wheeler Ridge areas of Kern County according to Dick Lemmon, manager of the Bakersfield Farm Labor Office, 1000 Golden State Ave.

Workers can be assigned immediately for corn picking and the cantaloupe harvest and they should report to the Bakersfield or Lamont Farm labor offices for interviews and referrals to employers. Good hourly or piece work wages are reported for these activities, Lemmon said.

The Bakersfield office is open from 7 a.m. to 5 p.m. Mondays through Fridays. The Lamont office is located on Main Street, next to the post office in Lamont.

Farm Workers 'Urgently' Needed in Salinas Valley

Salinas' State Farm Labor office today reported an "urgent need" for workers in the several farm activities now under way in the Salinas Valley.

The most urgent need is for workers to harvest crops such as carrots, lettuce, celery and, especially, tomatoes.

While the harvesting of green or market tomatoes has been under way for about a month, the picking of ripe or cannery tomatoes is at the peak now and is about two to three weeks late in comparison with the last two seasons.

Tomato acreage has increased by leaps and bounds in the last two years, with 6,500 acres in 1960, 8,500 in 1961, and 13,000 acres this year.

Workers seeking farm employment should report to the Farm Labor office at 219 East San Luis street to file an application for work. (All workers must register before referrals to jobs).

Louis Braun, manager of the Farm Labor office, notified employers today that applications from a number of farm workers already are on file. These include: eight dairy hands (single) and five married dairy hands, seven general year-around farm hands, two poultry workers, 11 irrigators, 17 tractor operators (light and wheel tractors), 31 wheel and heavy tractor operators and seven crew foremen.

Any employer interested in hiring these skilled workers may place his order with the Farm Labor office by telephoning HA 2-4731, extension 14.

Strawberry Pickers May Apply for Seasonal Work

Weather permitting, the strawberry harvest season will expect to start in the Torrance, Gardena, Walteria and Dominguez area this week.

Several hundred qualified pickers will be needed in this area. Growers prefer men and women who live locally and who will stay on the job until the end of the season, normally the end of July.

Strawberries are a highly perishable crop and must be picked at just the right age of maturity. Workers in this activity must be willing to work long hours and work Sunday and holidays. The job of picking and sorting according to size and quality, is not hard or heavy, but it takes several days to become accustomed to working in a kneeling or stooping position all day long.

The prevailing wage in the local area is a $1.00 per hour and private transportation is needed to get to nearly all of the strawberry fields. Anyone interested in this work should apply at the Torrance Farm Labor Office, 1308 Cravens, Torrance.

Grape Harvest Workers Now Being Sought

Domestic agricultural workers are needed to help in the harvest of San Bernardino County's wine grape crop now under way, reports H. Warren Kistner, county farm placement representative for the state Department of Employment.

At peak harvest, some 2,000 workers are expected to be in the vineyards, Kistner said, adding that fully half of them probably will be Mexican nationals. There is a shortage of domestic help, he noted.

About 350 workers are now picking grapes, Kistner said, and that number is expected to zoom to 600 by next week.

He said the grape crop has matured very rapidly, faster than expected because of the recent hot weather.

Workers wishing to apply for jobs in the harvest may do so at any of three locations — the Farm Labor office in San Bernardino at 329 Court St., the trailer office at Archibald Avenue and Foothill Boulevard in Cucamonga, or the Ontario Department of Employment office at 1000 W. 4th St.

Raisin Harvest Expected To Start Monday

Calls to the Dinuba Farm Labor Trailer indicate that the local raisin season will get underway this Monday.

Six local farmers have called the trailer asking for crews to report Monday to pick and lay out grapes on trays.

Pete Marquez, manager of the local trailer, says that the Department of Employment would like to have workers wanting work in the raisin harvest to register at the trailer now. He says that farmers needing workers should contact the trailer. It is located at the corner of N and Alta Avenues, phone LY 1-2581. Office hours are 6 a.m. to 3 p.m.

Asparagus Workers Are Needed

The call is out for asparagus harvest workers, with the season in the Terminous area expected to start on or about February 19th.

Workers who are interested are asked to register immediately at the Lodi office of the State Department of Employment, located at 200 E. Oak.

According to farm placement officer Charles Schimmer, the work consists mainly of working in peat dirt, and workers must be capable of performing stoop labor.

Wanted
PEACH PICKERS

IN SUTTER & YUBA COUNTIES
BY THE NORTHERN CALIF. GROWERS ASSN. REPORT TO FARM LABOR OFFICE
301 G St., Marysville, California

FARM LABOR
Urgent Need for General Farm Hands in Ramona Area

STEADY FULL-TIME EMPLOYMENT AT $1.25 PER HOUR

Inquire in Person Immediately at the Farm Desk:

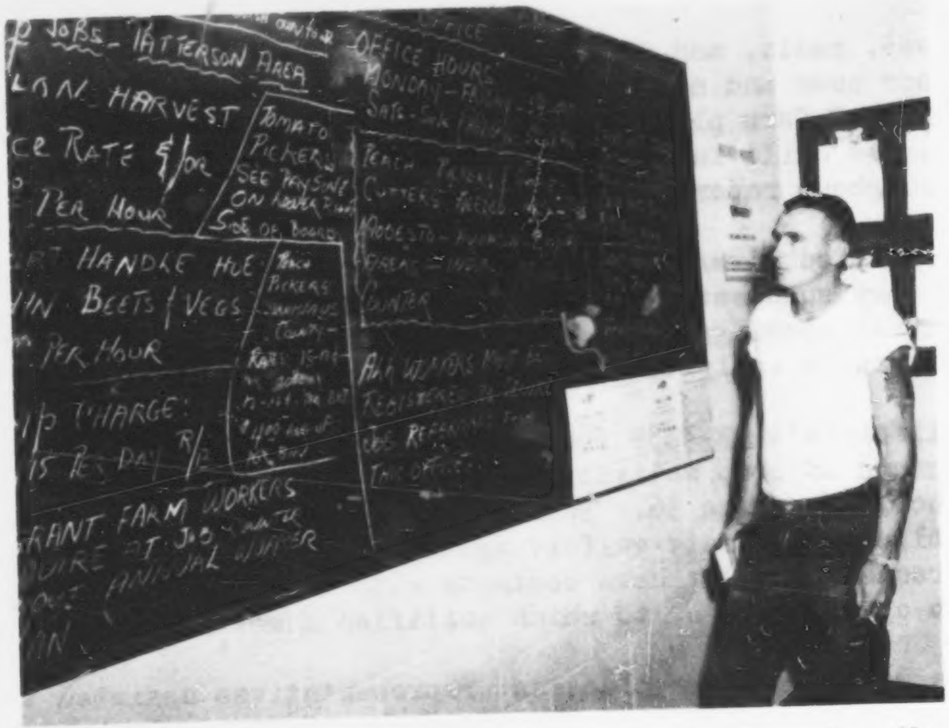
CALIFORNIA STATE EMPLOYMENT SERVICE

329 East Ohio Avenue, Escondido

Also good jobs in fruit and berry picking at $1.00 per hour minimum. Qualified men and women should apply now as jobs are immediately open on the Coast as well as in Escondido.

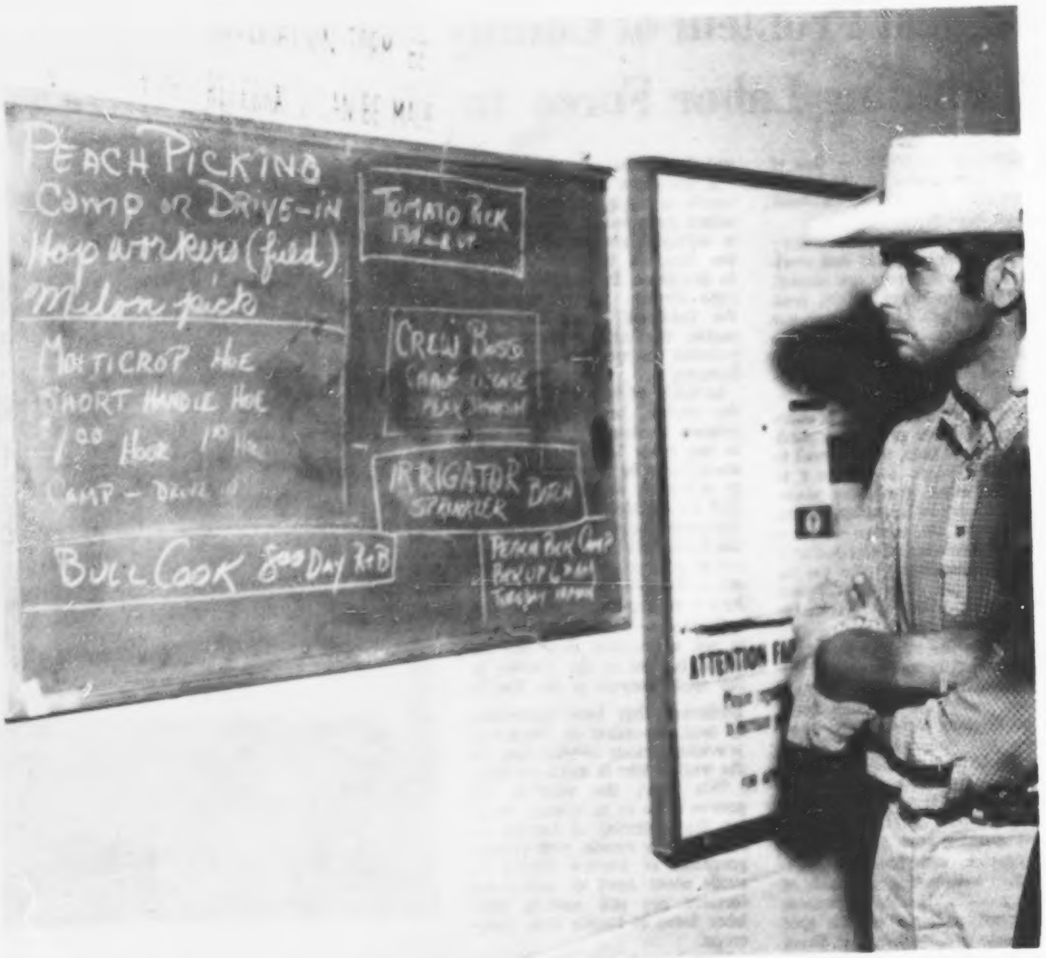
On the blackboard

One of the most effective recruitment devices is the blackboard in the lobby of the farm labor office.


JOBS - PATTERSON AREA
OFFICE HOURS
MONDAY-FRIDAY
HARVEST
TOMATO PICKERS SEE PAYSCALE ON LOWER RIGHT SIDE OF BOARD
PEACH PICKERS
CUTTERS
RATE $/HR
PER HOUR
HANDLE HOE
BEETS / VEGS
PER HOUR
CHARGE:
15 PER DAY R/B
MIGRANT FARM WORKERS
INQUIRE AT JOB
ANNUAL WORKER
ALL WORKERS MUST BE REGISTERED
JOB REFERRAL
THIS OFFICE

MODESTO FARM LABOR OFFICE

Recruitment and other uses are well-illustrated by this spacious blackboard on the wall of the Modesto Farm Labor Office. In addition to jobs, the board calls attention to the Annual Worker Plan, registration requirement, and office hours. Scanning the board is a local job applicant who does miscellaneous work and who was just referred to a job shuttling orchard trucks. He had been in the area 12 years, coming from the State of Washington.


PEACH PICKING
Camp or DRIVE-IN
Hop workers (fued)
Melon pack
MULTICROP HOE
SHORT HANDLE HOE
1.00 Hour
CAMP - DRIVE
TOMATO PICK
CREW BOSS
IRRIGATOR SPRINKLER
BULL COOK 8.00 Day R&B
PEACH PICK CAMP
ATTENTION

MARYSVILLE FARM LABOR OFFICE

Transient single worker stops by during the peak of the Sacramento Valley canning peach harvest.

Pending registration and an interview, he thought he might like to work in the peaches, and later look for a steady general farm job.

He had worked in the grain harvest and could operate many types of farm equipment.

(DE pictures by Terry Clark)

RECRUITMENT - Continued

Press, radio, and TV facilities gave generously of space and time to publicize farm labor news and needs. See Pages 32 and 35. News supplements and farm magazines featured farm placement facilities, youth farm work programs, and related subjects such as child labor laws and disability insurance requirements. See illustrations throughout report.

Classified advertising by some offices varied in results--from little or no response to very successful placements, particularly of specialized applicants recruited for unusual openings. Employer advertising continued and often directed interested workers to apply to the farm labor office. See Page 32 and below.

California's DE 3339 form letter continued to be used to inform possible labor sources of crop activities in which there was current or pending need for foreign labor. See Page 36. Such letters, issued locally, were addressed to labor unions, public and private welfare agencies, labor camps and miscellaneous organizations or persons who might have contacts with unemployed workers who should be advised of the job opportunities, to which qualified domestic workers have priority.

Two volunteer farm placement representatives assisted the Perris and Hemet farm labor offices to serve the Woodcrest community in West Riverside County. One volunteer representative also facilitated the youth farm work program at Lompoc in Santa Barbara County. See Page 48.

Biggest Problem of County Berrymen Is Finding Labor Force to Pick Crop

San Luis Obispo County (Calif.) Telegram-Tribune
April 14, 1962

ARROYO GRANDE — One of the largest problems facing the strawberry growers of the south county is labor.

Harvesters for the strawberry crop must be adequate, and available the moment they are needed. A few hours delay at the peak bearing periods of the plants can represent financial hardship while a delay of a day or two can mean the loss of his entire year's profits.

To find an answer to the ever-present problem of finding sufficient harvest help, the growers in San Luis Obispo county turn to Joe Quaresma, the farm placement officer, in his office in San Luis Obispo. He, in turn, employs all his knowledge of the industry and local conditions, plus the facilities of the state employment service for whom he works, to help find workers.

Realizing the need to be on the spot, especially to induce the migrant worker to stop in San Luis Obispo county on his trek north or south along highway 101, Quaresma has an assistant, Harry Frederick, a farm placement officer I, set up in a mobile office on highway 101 at the Halcyon road turnoff, right in the strawberry growing area.

Frederick, with four years experience anticipating the needs of local growers, is able to process a harvest-candidate on the spot in a matter of seconds, and direct him to the scene of the harvest, slightly over two miles from the office in the case of the heavy growing areas along Pike and Farrell roads in Arroyo Grande and Grover City.

If Quaresma and Frederick are unable to supply help, and the situation looks tense, they are able to authorize the use of aid from the Mexican national program. In this event, Donald Rowe of Arroyo Grande, representative of the Cal-Coast Berry Exchange, makes the actual contact and provides the workers to the local farmers.

Quantity of help is not always the answer, however, since the delicate berries, pick-packed right in the fields for interstate shipment, must be treated with plenty of respect or the grower may find his shrinkage increasing, and his berries being unacceptable for the fresh market. Good harvesters of prompt and reliable habits are a treasure to be sought after by the employers.

Furthermore, the berry harvest is not a one-time deal like the wheat harvest of the prairies or the apple harvest of the Pacific northwest—they bear continuously until November or December, providing steady employment for the worker who is worth his keep.

This year, the weather has proven to be an adversary, delaying the beginning of harvest by more than a month, with present prospects of harvest hitting its stride about April 20, and many farmers are still seeking their labor force to handle their tardy crops.

They haven't seen any signs of unemployment.

SUNNY SMILES . . . The recent sunny weather has brought the smiles to south county strawberry growers, who are now looking for harvest help for the berry crop, due to hit its stride in a week. Above, grower Skip Sato, right, discusses the situation with farm placement officer Harry Frederick, left, at the mobile farm labor office stationed on highway 101 at the Halcyon road turnoff. The office is maintained as a special service to growers during the harvest season.

the new "near" is here –
3D sound!
DIAL 1050
Y

(Photo, courtesy of B. C. Rucker)

Radio recruitment

California has large numbers of Spanish-speaking residents, many of whom are farm workers. Radio broadcasts in Spanish have been very effective in recruitment, particularly during harvest emergencies. Radio Station KOFY, San Francisco, known as "The Voice of Mexico", broadcasts many appeals for farm workers, to meet Coastal Area needs extending all the way from Monterey to Sonoma counties. Jess Carlos (right), Manager of KOFY, goes over a script with Frank Languemi, Farm Labor Office Manager, Oakland. Mr. Carlos' Spanish broadcasts in 1962 were instrumental in securing workers to thin and hoe sugar beets, and to harvest snap beans, peas, cherries, apricots, apples, grapes, prunes, and walnuts.

STATE OF CALIFORNIA

DEPARTMENT OF EMPLOYMENT

August 14, 1962
Date

(Form letter sent to the following--

Salinas: Central Labor Union; United Packing House Workers of America, CIO-AFL Local 78; Rescue Mission; Father Hermosa, Church of Christ the King; St. Vincent De Paul Catholic Charities; Monterey County Probation Department; Monterey County Welfare Department.

Soledad: Monterey County Community Service Organization; Soledad Trading Post; Parole Officer, Soledad Correctional Facility.

San Francisco: California Youth Authority; Adult Authority.)

The Department of Employment has openings for farm workers in crop activities listed in this letter.

Additional numbers of farm workers are needed to fill the requirements for these activities. It may be necessary to authorize the use of contract foreign workers if more domestic farm workers are not available.

We solicit your assistance in informing domestic workers of the available job opportunities, and in referring such workers to the local office of the Department of Employment located at:

219 East San Luis Street, Salinas. Hours: 8 AM to 5 PM Monday thru Friday.
505 Broadway, King City. Hours: 9 AM to 12 Noon - Monday and Thursday.

There is need for farm workers in the following activities:

Crop	Activities	Wages offered	Approximate date of need
Broccoli	Harvest	1.00-1.12 hr; .24 crt	Continuous
Carrot	Pull-Tie	.28/3 doz bunches	To 12-31-62
"	Pull-Top	.12-.14/40-50# sack	To "
	"	1.07-1.12 hr	To "
Lettuce	Harvest	1.00-1.25 hr	To 10-31-62
Strawberries	Hoe-weed	1.00 hr	To 10-31-62
"	Harvest	1.00 hr; .50-.70 crt	To "
Misc veg	Harvest	1.00 hr	Continuous
Celery	Harvest	1.00-1.25 hr	To 12-31-62
Veg & Row Crops	Thin-hoe	1.00-1.12 hr	Continuous
Tomato, Green	Pick	.16-.18 box; 1.00 hr	To 10-31-62
Snap Beans	Pick	.025 lb.	To 9-15-62

DE 3339, Rev. 1 (1-60)

MANPOWER DEVELOPMENT TRAINING ACT

California took steps to implement training of farm workers under the provisions of this act. See below and Page 78.

THE FRESNO BEE Wednesday, Nov. 28, 1962

Pruning Course Will Give Unemployed New Skills

A short course designed to shear the number of farm laborers who cannot find work during the winter will start Monday at the Fresno State College.

The 30 day course will teach the workers the art of tree and vine pruning.

"Pruning has become a lost art," said Lloyd Dowler, the dean of the FSC division of agriculture. "This will both help the workers who want year around employment and many of the farmers who sometimes aren't cognizant of the importance of good pruning practices."

The $8,100 project has been set up under the new federal manpower development training act, a program developed essentially to retrain men whose skills have been made obsolete by changes in technology. It will be administered by the farm labor office of the California Department of Employment and by the bureau of agricultural education.

Robert A. Chapman, the farm placement supervisor in Fresno, said the course will handle about 100 pruners. Interested workers are askcd to contact the labor office at 2122 Mono Street, or one of the seasonal offices in Reedley, Sanger and Selma.

Gilbert A. Hutchings, the regional supervisor for the bureau of agricultural education, said FSC was selcted for the program because it has conducted pilot courses in the training of farm workers for the past three years.

The course, divided into 60 hours in tree pruning instruction and 60 hours in vine pruning, will run through December 31st. Classes will be held five days a week from 9 AM to 4 PM.

Weekly Allowance

Chapman said trainees who are considered heads of families or of households may qualify for an allowance of $43 a week during the course.

He said the FSC project is one of only two agricultural courses in the state under the manpower training act. The other is set up in the Imperial Valley to train tractor drivers.

The Fresno City College also is taking part in the program with courses in advanced welding, machine shop and blueprint reading.

CUTTING REMARKS—Giving pointers on how a plum tree should be pruned is George F. Ilg, on the ladder, the assistant dean of the Fresno State College division of agriculture. Looking on, left to right, are Gilbert A. Hutchings, Robert A. Chapman and Lloyd Dowler. The pruning course, to be conducted on the FSC farm, will be coordinated by Nick Dokoozlian the college vineyard foreman.

Farm Bureau News

FRESNO COUNTY
FARM BUREAU
NOVEMBER 23, 1962

Tree, Vine Pruners To Be Trained For Work In County

The Fresno Farm Labor Project office has received word that approval has been granted to train 100 tree and vine pruners in Fresno County under the new federal Manpower Development Training Act of 1962. Robert A. Chapman, project manager, reports that a request to train tree and vine pruners to fill a need for such qualified workers in the county was submitted in September and was approved.

On receipt of this approval, Gilbert Hutchings of the State Department of Education, and Dean Lloyd Dowler of the Fresno State College, Department of Agriculture, were contacted and Fresno State College agreed to participate in the program. The College had prepared and submitted a train-

months when they would be otherwise unemployed.

The trainees who are heads of families or heads of house. hold and with three years cumulative farm experience may qualify for training allowances to sustain them when in a training stutus, Chapman said.

The Fresno State College orchard and vineyard will serve ing plan which required state and federal approval. Notification of approval was received on November 21.

The principal objective of the tree and vine pruning training, Chapman said, is to equip qualified farm workers who do not possess tree and vine pruning skills, with these abilities and thereby increase their employability during the winter

as the field instructional area and qualified instructors will conduct the course which includes 60 hours in tree and 60 hours in vine pruning. The training is scheduled to start December 3, and will run through December 31.

Farm workers interested in such training are urged to contact the farm labor office in Fresno, located at 2122 Mono Street, or one of the seasonal offices in Reedley, Sanger or Selma, for more information.

Growers are also asked to contact one of these offices and aquaint the offices with their pruning needs. It will be the responsibility of the Farm Placement Service to place these trainees on pruning jobs when they have completed their training.

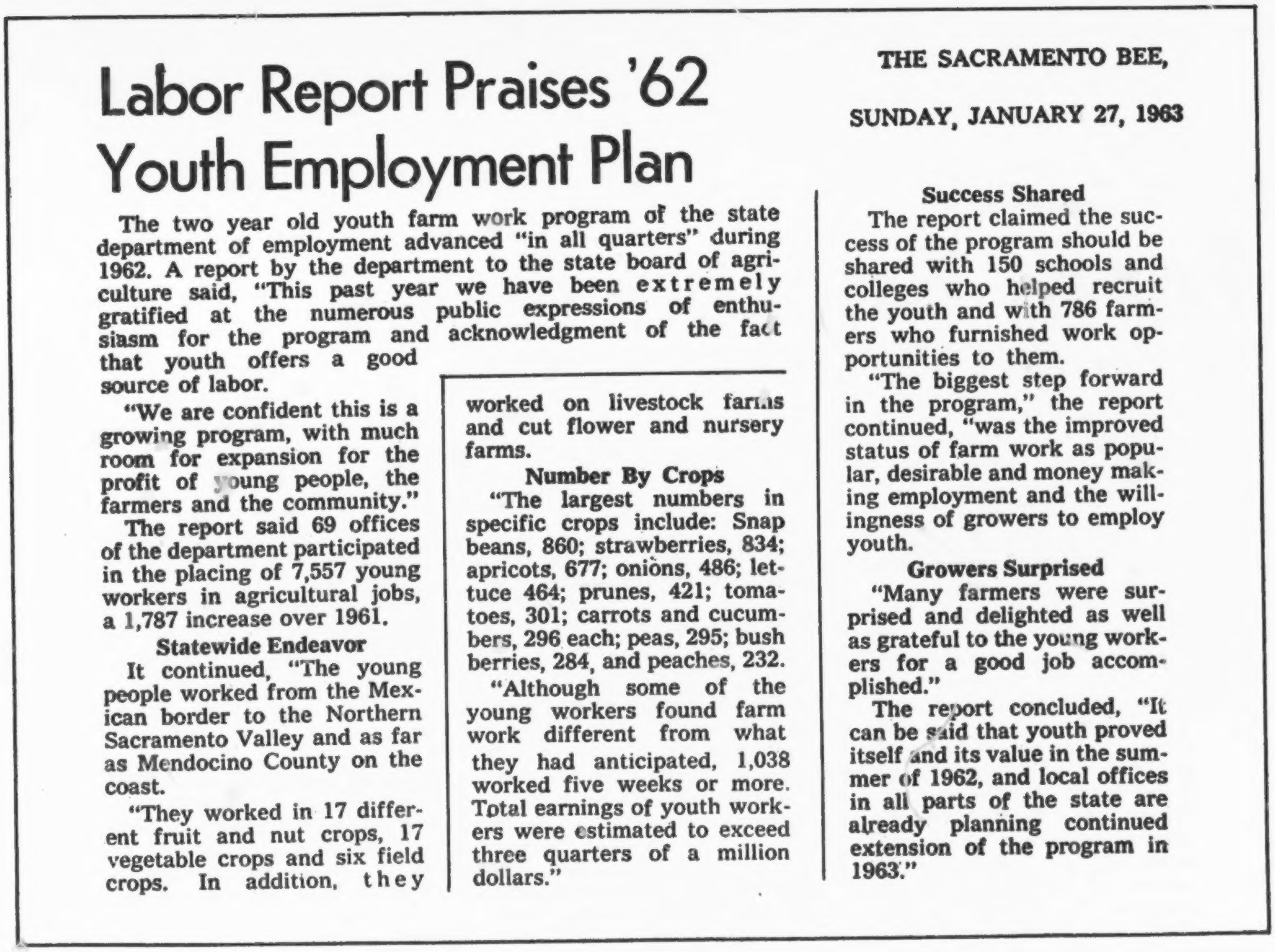
YOUTH FARM WORK PROGRAM

The 1962 story of advancements and techniques in local youth farm work programs was presented in a year-end press release (reproduced below) and in an article prepared for the March, 1963, EMPLOYMENT SECURITY REVIEW. See Pages 40 and 41. Other feature stories on the farm employment of youth will be found on Pages 44--51.

To summarize the nature and accomplishments of local youth programs, a special report was designed (ES-225--Worksheet Y). See opposite page for state summary statistics reported on this form.

A rising number of farmers recognized how local youth, hired under a well-planned and carefully supervised program, could solve many farm labor supply problems. For example--housing. The grower in need of seasonal help for crops such as small fruits, berries, and snap beans, and who has had difficulty securing migrant help because he lacked housing, would do well to participate in the preseason planning for utilization of youth from nearby towns. For a sample of promotion of youth employment, see Page 42.

To assist in preparing them for the job, one area initiated a series of local farm job description sheets, which contained local information about the work in which youth were to be employed. For a sample, see Page 43.



Labor Report Praises '62 Youth Employment Plan

THE SACRAMENTO BEE,

SUNDAY, JANUARY 27, 1963

The two year old youth farm work program of the state department of employment advanced "in all quarters" during 1962. A report by the department to the state board of agriculture said, "This past year we have been extremely gratified at the numerous public expressions of enthusiasm for the program and acknowledgment of the fact that youth offers a good source of labor.

"We are confident this is a growing program, with much room for expansion for the profit of young people, the farmers and the community."

The report said 69 offices of the department participated in the placing of 7,557 young workers in agricultural jobs, a 1,787 increase over 1961.

Statewide Endeavor

It continued, "The young people worked from the Mexican border to the Northern Sacramento Valley and as far as Mendocino County on the coast.

"They worked in 17 different fruit and nut crops, 17 vegetable crops and six field crops. In addition, they worked on livestock farms and cut flower and nursery farms.

Number By Crops

"The largest numbers in specific crops include: Snap beans, 860; strawberries, 834; apricots, 677; onions, 486; lettuce 464; prunes, 421; tomatoes, 301; carrots and cucumbers, 296 each; peas, 295; bush berries, 284, and peaches, 232.

"Although some of the young workers found farm work different from what they had anticipated, 1,038 worked five weeks or more. Total earnings of youth workers were estimated to exceed three quarters of a million dollars."

Success Shared

The report claimed the success of the program should be shared with 150 schools and colleges who helped recruit the youth and with 786 farmers who furnished work opportunities to them.

"The biggest step forward in the program," the report continued, "was the improved status of farm work as popular, desirable and money making employment and the willingness of growers to employ youth.

Growers Surprised

"Many farmers were surprised and delighted as well as grateful to the young workers for a good job accomplished."

The report concluded, "It can be said that youth proved itself and its value in the summer of 1962, and local offices in all parts of the state are already planning continued extension of the program in 1963."

State of California
Department of Employment
YOUTH FARM WORK PROGRAM
ES-225--Worksheet Y

Office(s) CALIFORNIA - STATE SUMMARY

Year 1962

1. Youth placements. Total placements in this program by DE office(s). . 10,727

2. Youth workers placed. About how many youth were placed in this program? (Count each name only once, even if placed more than once). . 7,557

3. Summary of work by youth placed in this program:

Crop and activities (a)	Rates of pay (b)	Work dates From (c)	Work dates To (c)	Est. No. who worked (d)	Est. aven per day Hours (e)	Est. aven per day Earnings (e)
18 Fruit & nut crops				5,044		
18 Vegetable crops				4,013		
6 Field crops				320		
Misc. vegetables & fruits				678		
Flowers & Nursery farms				89		
General farm work				492		

4. Approximate total time worked and total earnings by youth placed during program. (Sum of "Total youth" should equal Item 2 above)

Approximate total earned	(Total youth)	Approx. No. of youth whose total time worked was about: Less than 1 week	1 week up to 2 weeks	2 weeks up to 3 weeks	3 weeks up to 5 weeks	5 weeks or longer
(Total youth)	(7557)	(2686)	(1623)	(1182)	(1028)	(1038)
Under $25	(2387)	2133	220	34	0	0
$ 25 - 49	(1793)	551	1010	132	50	50
$ 50 - 99	(1206)	2	336	655	163	50
$100 - 199	(758)		57	331	284	86
$200 - 299	(675)			30	511	134
$300 - Up	738				20	718

5. Planning, promotion, participation by: (Approximate number)

D of E offices	Schools & colleges	Local orgs.	Farm employers	Other groups	Other persons
69	150	33	786	12	36

6. No. of employers who provided:
a. Special youth supervisor 16
b. Transportation 78

7. No. of special youth supervisors who were:
a. School personnel (teacher, coach, etc.) . . 11
b. Parents (hired as worker &/or supervisor) . 2
c. Youth group leaders 15
d. Other (Specify) 32

Youth Farmwork Programs Gain Momentum

By **MARGOT WAKEMAN LENHART**
Farm Placement Supervisor
California Department of Employment

CALIFORNIA'S pilot programs to put more *youthpower* into agriculture rolled ahead during 1962 when 7,500 young workers were placed in 10,700 jobs and earned about $750,000. They were employed on 42 different crops as well as on livestock and nursery farms.

Sixty-nine employment offices—3 times the number in 1961—participated in the pilot youth programs, and their mounting success was shared with 786 farm employers, 150 schools and colleges, 45 local organizations and agencies, hundreds of parents, and other interested helpers.

The overall advancement was accompanied by local cries of triumph along with some wails of frustration and occasional defeat. Experienced staff assigned to spearhead projects realized more and more how many contingencies affected the outcome. A preseason buildup of enthusiasm and preparedness among youth, schools, and parents was imperative. Advance selling of unseasoned workers to farmers must succeed to set up job opportunities. Either effort might fail. Both might succeed, and the crop might fail. The program and the crop might be all ready to go when, suddenly, an unexpected supply of experienced adult labor might appear and the whole project would be derailed.

But such contingencies contributed to the challenge of youth farm placement. Instead of the program's being derailed by a shutoff in need, it was more likely that the young crew would get its first chance when an emergency occurred—as when a grower found brown rot in his peaches and the fruit had to be picked at once, or when a farmer's snap beans were ready and the harvest machine broke down. These employers may not have responded to preseason promotion for youth job offers, but they remembered in the pinch and the local youth "machine" was in gear to go.

Building *youthpower* into a "farm machine" and getting it "in gear to go" called for creative and dogged efforts. To teenagers in general, work on the farm lacked the *status* of other work, as in a service station or store. To illustrate this attitude—a farm placement representative talked up vacation farm jobs before a high school assembly and passed out signup sheets. Only a handful of students responded. Later, several came individually to the farm labor office to apply. The poor group response was due to students' not wanting to let their companions know that they would do farmwork. But when school opened in the fall, the principal of one school conducted a survey, by unsigned questionnaire, and discovered that out of nearly a thousand students who reported summer employment, 40 percent had done farmwork and made good money at it.

In 1962, several local innovations were tried to improve the status and popularity of farmwork. A local TV sports personality, already a teenage idol, appeared on the air to plug the Youth Farmwork program; this stepped up applicant registrations. Several youth programs attained status through sponsorship by local service clubs. Members gave preseason assistance in soliciting employer orders and, during the work, took turns visiting the field or orchard to express an interest in the project and to ask individual workers how they were doing.

One program with "status" started as an inspiration at county fair time. A youth farm placement booth was set up and a popular demand was created for young people to groom and feed horses and other livestock at the fair. This work was fun, of course, and led to a new service for teenagers to care for horses and other pets of vacationing suburbanites during the rest of the summer. It also paved the way to other farm job acceptance by young people.

In some programs the farmer himself provided the spark which made young workers stand in line for a chance to become his employees. The job became

"Farmwork is hard work," Don Faria tells youth applicants at the Union City, Calif., Farm Labor office. For Don, a student at San Jose State College, the 1962 summer vacation was his second as Youth Farm Placement Specialist. His own youth won the confidence of young people whom he helped to make good as summer farmworkers.
←

popular because of his own appeal and liking for youngsters, and his fairness and understanding of their needs, tendencies, and capabilities.

Some farm labor office speakers at high school assemblies quickened curiosity and interest in farmwork by emphasizing the hot, dirty labor, aching muscles, low earnings at the start, and then cautiously undersold the advantages in outdoor physical labor and high total earnings by good workers who stuck with it. Instead of soliciting signups at the time, the speaker handed out job descriptions and suggested that the students take them home for study. Then if they thought they could qualify, they should come to the farm labor office for interview and possible selection. The speaker left the students with a challenge to compete for a tough job on the basis of their own fitness and stamina. This was often effective in drawing out the best and most reliable workers, who stayed on the job longest and came out best financially.

One youth program specialist—long a youth leader—built a strong and stable program by requiring each youth applicant to bring a parent to the selection interview. In some instances, the interview was conducted in the evening at the student's home. This dedicated youth recruiter stressed the personal values of farmwork as a maturing experience in learning and developing ability and responsibility. His personal approach successfully impressed both the prospective worker and the parent and, in eagerness to have his child selected, the parent often volunteered to provide some of the transportation.

Although efforts to upgrade the status and popularity of farmwork were pertinent to recruitment, after selection the young people were not to be pampered. Preseason orientation and preparation for the work were serious and impressive phases of the program.

The youth farm placement specialist usually arranged several preseason meetings between the prospective workers and persons who often were hired as field supervisors—agricultural teachers, leaders in Future Farmer, 4–H, and similar youth clubs. There were other meetings with representatives of agencies concerned with farm safety, industrial welfare, school and child labor law enforcement, and the Agricultural Extension Service. Representatives of the local Farm Bureau, commodity group, labor association, or other farm organizations, as well as the chamber of commerce, service clubs, and other civic groups, attended meetings, gave recognition to the program, and were often instrumental in promoting youth job offers by farmer members and friends.

The prospective employers, along with the agricultural teachers and Extension Service specialists, attended sessions to provide information about the work and preliminary training on how to select, pick, or otherwise handle the fruit, vegetables, or other farm products. Sometimes slides or movies of the work were presented. Workers were shown how to move, set, and work safely from a ladder; how to develop skill in the task; and how to conserve physical effort in lifting.

General information included the requirements for social security numbers, work permits, and written permission from parents. Discussions covered responsibilities for good behavior, careful following of instructions from supervisor or foreman, and respect for the employer, his tools, and property. Suggestions referred to carrying lunches, and what to wear for comfort and protection from sun and other environmental conditions. Transportation arrangements were developed; the most popular were car pools among the workers themselves, or with parents taking turns in the use of their vehicles to transport crews to and from work.

Preseason meetings, sponsored by the Farm Bureau, were sometimes arranged specifically to introduce prospective employers and workers. Their acquaintance in advance of the summer season often led to Saturday odd-job offers which gave the students a chance to sample farmwork, build up their muscles, and earn some extra money. These preseason relationships tended to facilitate employment during the rush of the summer harvests. Because of the advance experience, some students were assigned as timekeepers, checkers, and even supervisors during the harvet.

Each Youth Farmwork program does not call for all the motivation, preparation, and participation discussed here. Rather, this is a composite of conspicuous elements which seemed to provide the 1962 thrust in California's use of *youthpower* in agriculture. Farm labor offices in the State already indicate that they foresee how such elements can be compounded more effectively and more extensively in conducting their planned 1963 programs.

→

"But it sure pays!" student workers tell Don, who placed them in jobs picking cucumbers in southern Alameda County, Calif. Don and Gay Hutton, farm placement representative, visited the field to see how the boys were doing. The boys liked the work and report earnings as high as $60 a week after the breaking-in period. Most expected to go back to the same farm in 1963.

FARMERS!

Do Yourself A Good Turn . . . . .
. . . . . Do A Youngster A Good Turn

Hire a Young Person, on Summer Vacation, for Seasonal Summer Work.

You'll get value received for the wages you pay, **PLUS** the satisfaction of helping to instill good work habits in tomorrow's citizens, giving the opportunity for healthful, outdoor work, and perhaps contributing to future education.

Call Us For Information About This Program

We can also help with your regular labor needs for farm couples or single men who are trained and qualified to do the job as you want it done . . . .

WE OFFER:

- STATEWIDE FACILITIES
- FARM TRAINED PLACEMENT PERSONNEL
- RESOURCES & KNOW HOW
- ADEQUATE LABOR POOL

AND THERE IS NO CHARGE FOR THIS SERVICE!

SO CONTACT

CALIFORNIA DEPARTMENT OF EMPLOYMENT

Farm Labor Office

1238 E. Fifth St.
Phone HUnter 7-2728
Oxnard, Calif.

FARM JOB DESCRIPTION

BUSHBERRY PICKER

Central Coast

JOB TITLE:	BERRY PICKER - BUSHBERRIES
USUAL SEASON:	May through October
JOB DESCRIPTION:	Pick ripe berries from vines into gallon cans or crates. Each crate holds from six to 14 pounds of berries, stoop or bend as necessary to pick ripe berries from the vines; carry filled container to check stand.
WORKING CONDITIONS:	Surroundings: Open fields. Fields may be flat or hilly. Hazards: Many varieties of bushberries have thorns which may scratch hands and arms; sunburn from working in open fields.
SIGNIFICANT JOB FACTORS:	Should be able to stoop and bend for prolonged periods; must have sufficient finger dexterity to pick berries quickly; able to be on feet all day under hot sun; not color blind.
TRANSPORTATION:	Normally workers must furnish own (some employers make arrangements to pick up at a central location).
FOOD:	Bring own lunch. Water available.
HOURS OF WORK:	Normally 7:30 a.m. to 4:30 p.m. depending on weather. Must have Social Security number and youth under 18 years of age who have not graduated, must have work permits.
PAY SCALE:	Pay rates vary depending on variety of berry and crop conditions. The berries referred to as bushberries are: Raspberries - .50--.60 gal. can; $1.00--1.25 six lb. crate. Loganberries, blackberries, boysenberries, ollallieberries - .35--.60 crate. Blueberries, $1.20--1.50 per 12 pint tray.
PLACE OF EMPLOYMENT:	Santa Cruz and Santa Clara counties.

FOR JOBS AND FURTHER INFORMATION CONTACT:

Santa Cruz Local Office, 1725 N. Seabright Ave., GArden 3-5475
Watsonville Local Office, 215 Van Ness Ave., PArkway 4-3855
San Jose Farm Labor Office, 1520 N. Fourth St., CYpress 5-6364
Gilroy Local Office, 460 N. Monterey St., 590 N. Monterey St., VInewood 2-2164

Down on The Farm

KEEP UNDER REFRIGERATION
PREMIUM

Boxing Brothers

ON THE FUDENNA Brothers lettuce farm in Fremont, Mike and Chuck Collier, 16 and 14 respectively, assemble boxes for shipment of some of Alameda County's high grade produce.

Apricot Cutters

MRS. ROSEMARY URA (left) teaches Jackie Weber, 14 (left) and Carla Blair, 14, both of Fremont, how to cut apricots for drying. They are at the John Ura farm in Mission San Jose. A good cutter will process twelve to fourteen trays in a day, earning $6 or $7.

The Sunday
SUNDAY, JULY 29, 1962
previewer
Serving Southern Alameda County

Youths Help On Crop Harvests

The farm job could be for pre-fall football conditioning, or for a future school nest egg—one student is cutting apricots to make up 26 weeks delinquent payments in a Christmas savings club—another has her heart set on a $29.95 swim suit.

But, for whatever reason, a small army of area youth once again is out in Alameda County fields and farm sheds working on the $30,000,000 plus annual crop, and, incidentally, fattening their wallets and purses.

By year's end the Union City Farm Labor Office, 300 E Street, with coordinating help from the California State Employment Service office at Hayward, will make about a thousand farm job placements of students under 20 years of age.

Some will come from as far north as Oakland but the majority will be from the Hayward-Fremont area. As an exotic touch, however, a foreign exchange student frequently finds himself in the fields or orchards of the Bay Area. A young Iranian married couple recently completed work in gladiolus cutting. And last year young agrarians from as widely separate points as Denmark and India shared the hot sun along with Alameda County farm workers.

Union City's farm placement manager, Tom Howard, reports that about 90 per cent of his unit's youth placements are made from June to September with approximately 250 growers throughout the county. This constitutes about 6 per cent of the farm working force, Howard said, with a higher ratio of youngsters if the harvest demands.

What do these young commuter-farmers do? As the season moves along they help in the picking of strawberries, cherries, apricots, cucumbers, snap beans, pears, prunes and, during September weekends after school opens, tomatoes.

Howard reports that girls comprise one-fifth of the young force and their nimble-fingered talents are in heavy demand for apricot work as in flower-cutting and sorting and in fruit packing jobs.

The pay? The rate generally is the same for all regardless of age and is based on volume of production. According to Howard a steady young worker will average from $6 to $8 in a full day whereas an eager beaver may boost his daily earnings to twice that figure. Howard says the students learn quite early in the game that it doesn't pay to play while they're on the job, and those who make a real effort will earn from $250 to $300 for the summer's work.

Howard's unit at Union City serves as the central functioning farm labor office for the county of Alameda. It places approximately 10,000 workers of all ages on farm jobs annually.

Sign Up Here

YOUTHFUL applicants, plus one mother, register for farm work at the Union City Farm Labor Office, hoping to fill their purses for fall shopping with summer jobs.

(Photos, courtesy of B. C. Rucker)

YOUTH AT WORK

CALIFORNIA FARMER, November 17, 1962

Youth Farm Work Plan Successful in Southland

One of the most interesting labor programs in California, dealing with the employment of young people on farms, had a good test in southern California this summer. From all we can learn, the program was well accepted by employers. Generally, the kids love it.

Kenneth Robbins, farm placement supervisor, State Department of Employment, reports that 215 farmers employed nearly 3000 youths, last summer in southern California. This does not account for the total youth work force, only those numbers that were organized and formed into working crews and trained to do special work.

It takes some doing to train an unskilled crew, young or old, and get some grower to employ them, but the department enlisted parents and community leaders to act as crew leaders. They also solicited farmers to help train crews in the actual skills involved and pay the youngsters while learning. The schools also backed the program.

Both boys and girls were in the program. They worked in potatoes at Perris, apricots in Hemet, table grapes in Indio, flowers and vegetables in Santa Barbara and Ventura, citrus in San Diego. One unique program was "horse sitting" in San Diego County, where the department arranged for young people with livestock experience to take care of horses while their owners were on vacation.

Farmers found that most of the employees, once they had learned their jobs, became interested and performed acceptable work.

A. R. Allerdyce, of Indio, said, "Our vineyard is located so far from town that my major problem is finding workers who will make the long trip each day. The Farm Youth Program solved that by furnishing me with some very capable and reliable young men."

Lionel Steinberg, a member of the California State Board of Agriculture, praised the program by saying, "The Youth Farm Program from the Farm Placement Service is an excellent one, completely in the public interest."

Paul Johnson, manager of the Jess Ranch in Victorville, hired 30 to 35 youths this past summer and he said, "They were dependable and eager to learn and we will participate in the program next year."

Down Indio way, Dave Hardisty, farm placement assistant, said, "We thought we might get as many as 10 recruits who were really interested. By mid-June a force of 70 boys and girls were signed up. Absenteeism was not a problem. About 15 per cent asked for job changes; only about 5 per cent failed to show up without cause.

"Parents gave strong support to the program. In many instances the earning-learning process changed the whole attitude of youths from defensive to keen interest."

Leland O. Hall, Indio, said, "The youths are more efficient in the packing shed and appear to be more contented there."

Joe Jacobs said, "When there is a job to be done and the boys are handled with respect, they hop to it and get it done."

James Armstrong said, "We hired two girls to pack grapes, a very precise job. They caught on very fast and are well worth rehiring next year."

Morris Smead said, "These young men have worked so diligently for me this year that they will be welcomed back next year."

Plans for referring and placing youths on the farm next year is being made by farm placement personnel with farmers throughout southern California and the outlook is for greater participation because of the good job turned in by the young people, according to Robbins.

JOE JACOBS, Marvel Ranch owner and manager, Indio, teaches youngsters the art of picking table grapes.

Oxnard - Strawberries

Oceanside - Cucumbers

Perris - Potatoes

Carpinteria - Azaleas

Student Pickers

Libby, McNeill & Libby

YOUTH CAN WORK TOO—Dept. of Employment officials pose proudly with a few of the Oroville High School youngsters who formed a pilot group this year to prove that youngsters can work on the farm as well as mature adults. And the plan has been a big success. The group, all members of Oroville High School Future Farmers of America, have worked hard and well. They have drawn praise from employers. Above, left to right, are: John Kantola, Oroville High FFA teacher who can take a large share of credit for organizing the group; Bill Happ, of Oroville, manager of the Butte County Department of Employment; Larry Klein, group crew leader; Auburn Coe, of Sacramento, district farm placement superintendent; and three workers, all of Oroville, Danny Sims, Roy Klein, and Jim Lewis.

Chico Enterprise-Record Tuesday, August 28, 1962

ESTEROS RANCH

EACH SUMMER the Bowers brothers, Jerry, 21, (left) and Hugh, 20, harvest lemons in Oxnard until early in July, then move on to San Jose to pick pears and apricots. They are shown at the Standish Ranch, Milpitas, where Jerry worked the forklift and Hugh picked pears at a piece rate. The boys, who attend Diesel Mechanics School in San Diego, look forward to the outdoor work as a welcome change.

CALIFORNIA FARMER, November 17, 1962

Youth Workers Respond to Call; 3 English Students Gain Experience

Healdsburg youths are turning out in record numbers this year for harvest work, says Mrs. Elma Blasi, manager of the local California Department of Employment Farm Labor Office. Of the 750 farm placements made since her office opened in mid-May, 222 were youths—including three volunteers from England who are working in the area this summer to further their agricultural studies.

With the advent of warm weather Mrs. Blasi reports that her Office's placements will probably increase during the coming weeks. For the first two weeks of August the Healdsburg office made 122 youth placements in farm work, nearly double the total for the entire month of July.

More Young People

The increased use of young students in the fields and orchards is the result of close cooperation between school authorities, growers and the Department of Employment. The project was launched to encourage the use of local help and to help augment students' earnings for their continuation in school.

English Helpers

The English visitors in Sonoma County are Ursula U. Hartley, 19, South London; Ridley S. M. Nelson, 20, Cranswell; and Colin Myram, 20, Billingshurst.

Miss Hartley is staying with Mr. and Mrs. L. E. Arnold 1910 Coffee Lane, Sebastopol. Nelson and Myram are guests at the farm of Mr. and Mrs. Alvin R. Cadd of Alexander Valley.

Original arrangements for their visit were made through the Farm Labor Office at Santa Rosa and Healdsburg with interested growers in the area.

Alvin R. (Al) Cadd of Alexander Valley(right)is harvesting his crops this summer with the help of two hired hands from England. Colin Myram, by the ladder, and Ridley S. M. Nelson, agricultural students of Wye College, London University, are working guests of Al and Mrs. Cadd this summer.

(Photos, courtesy of B. C. Rucker)

THE HEALDSBURG TRIBUNE Aug. 23, 1962

TEENS AMONG THE BEANS

Four members of an all-girl team of twenty students who are specializing in the harvest of snap beans on the farm of Carl Nelson, Alexander Valley this summer. Standing (left) is Mrs. Elma Blasi, manager of the local Department of Employment Farm Labor Office, who worked out arrangeents with school officials and grower; Mary E. Hailey, 4190 Hessel Rd., Sebastopol, special supervisor of the group; and Karen L. Pederson, 770 White Gates Avenre. Below are Janie and DeAnn Bonham, 917 Harold Lane.

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60 Young People Find Employment In Potato Harvest

Harvesting potatoes for the MSW Produce company has provided summer work for 60 boys and girls between the ages of 16 and 21 years, according to James Martin, shod manager.

The majority of those young employees are high school and college girls the manager added and they are employed on an eight-hour day shift.

MSW uniforms are provided workers like Paulene Jackson and Olivia Robles who work alongside each other on a belt, package 10 pound sacks of potatoes, and plan to use part of their dollar an hour earnings for college and part for a vacation together when work is completed.

Other youthful workers include Sharen and Marie Walker, also working on the packaging belt, Sharon being a high school junior and Marie a Riverside City college student. Purchase of new clothes and even car parts figure in their salary-spending plans, they confided.

OPERATE COMBINE

Brothers Bruce and Mike Beckley operate a combine on a contract basis and share profits with their grandfather, a long-time farmer and combine expert.

Del Webb's Sun City is also providing employment for 25 of the local students. They are utilized in a variety of work roles, including bus boys, messengers, and transportation guides.

Each year permits are issued to students, on request, at the junior and senior high schools. High School Secretary Nora Casner noted that all youngsters, ages 12 to 21, must have permits to work, even if married. Her records show that 797 permits were issued by the school this year, although some students secure permits in advance but do not have an opportunity to use them because they don't find job opportunities.

TWINS HAVE JOBS

Gary and Carrie Farrell, twins and high school sophomores, found separate jobs, Gary working as a box boy at Kirkpatrick's Market and Carrie caring for a seven-months old baby. No work permit is required for baby sitting, but many girls are hired for these duties during the summer when mothers wish to join the harvest crews or take other temporary jobs.

Young employees are industrious and dependable, according to replies received from those employers who were interviewed in a local survey.

THE HEMET NEWS

August 15, 1962

THE COAST DISPATCH
Encinitas, California
September 27, 1962

Report Issued On Employment Of Farm Labor

More than 200 people were placed in various agricultural jobs this past summer season by the Escondido Office of the California State Employment Service.

The vacationing and out of school youth were placed on a variety of farm jobs including citrus and avocado picking, grove care, other fruit harvesting, vegetables, and in poultry and livestock work. Some youth were placed on an individual basis while others worked as youth crews.

"Many young workers were surprised at how much they could earn once they had struggled through the first week of getting hardened to the work", stated Gene Rath, Local Farm Placement Officer, who arranged for these special opportunity programs.

In August and September two crews of ten boys each worked in the Julian apple harvest. In the Encinitas area five boys worked the entire summer in staking and tying tomatoes. Orange picking proved profitable for a group of Escondido boys. The Horse Show during the Southern California Exposition and San Diego County Fair at Del Mar provided additional employment opportunities.

State wide, 6,326 vacationing youth were placed as well as several thousand who constitute part of the usual yearly farm work force. Over all, a 26 per cent increase was noted in the number of youth placed in the 1962 state farm youth program and the number of jobs filled by these young workers increased 61 per cent over last year.

PISMO TIMES

THURSDAY, JUNE 21, 1962

Supervised Youth Teams Needed For Harvest Work

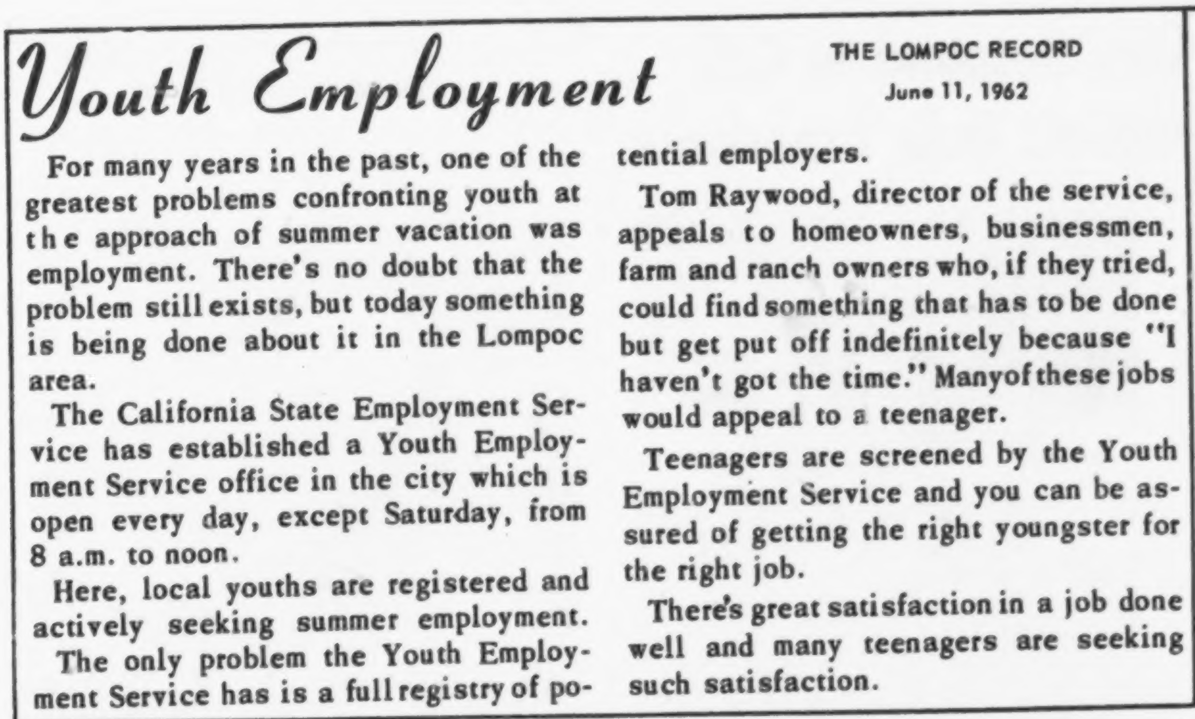
ARROYO GRANDE — Harry R. Frederick, Farm Placement Officer I, in charge of the Arroyo Grande Seasonal office of the Department of Employment, today announced the need of a supervised group of children to work as a group in agriculture harvest work this summer.

Present plans call for a small group or groups, of boys and/or girls to be placed in the various agricultural harvests as a unit, with adult supervision. These groups of children should be no larger than ten persons.

"This is an excellent opportunity for some organization to earn a little mopey for uniforms, equipment or any other need," Frederick said.

It will be necessary for each group to have its own adult supervision and transportation. The work will range from one to four miles from town.

Any interested organization may contact Mr. Frederick at 489-2237 or some to the seasonal office located ½ block South of Halcyon road on the freeway frontage road. Mr. Frederick will be pleased to attend any meeting as requested, for further explanation.



Youth Employment

THE LOMPOC RECORD

June 11, 1962

For many years in the past, one of the greatest problems confronting youth at the approach of summer vacation was employment. There's no doubt that the problem still exists, but today something is being done about it in the Lompoc area.

The California State Employment Service has established a Youth Employment Service office in the city which is open every day, except Saturday, from 8 a.m. to noon.

Here, local youths are registered and actively seeking summer employment.

The only problem the Youth Employment Service has is a full registry of potential employers.

Tom Raywood, director of the service, appeals to homeowners, businessmen, farm and ranch owners who, if they tried, could find something that has to be done but get put off indefinitely because "I haven't got the time." Many of these jobs would appeal to a teenager.

Teenagers are screened by the Youth Employment Service and you can be assured of getting the right youngster for the right job.

There's great satisfaction in a job done well and many teenagers are seeking such satisfaction.

SANTA BARBARA COUNTY

(Photo, courtesy of Frank May)

LOMPOC YOUTH SIGN UP (l to r) Steve Roth, Jim Brown, and Barry Roth sign up for farm work with Thomas Raywood, Jr. Hi. teacher, in charge of the Youth Employment Office which was promoted by Frank May, FPR, and Don Cook, Mngr. Santa Maria local office and Robert Bickford, Sr. Counsellor, Lompoc H. S. Office in County Bldg. provided by County Supervisor V. C. Campbell. Farm jobs filled: 79.

Take Part In The Program of

JOBS FOR YOUTH

Share in the development of more capable adult workers.

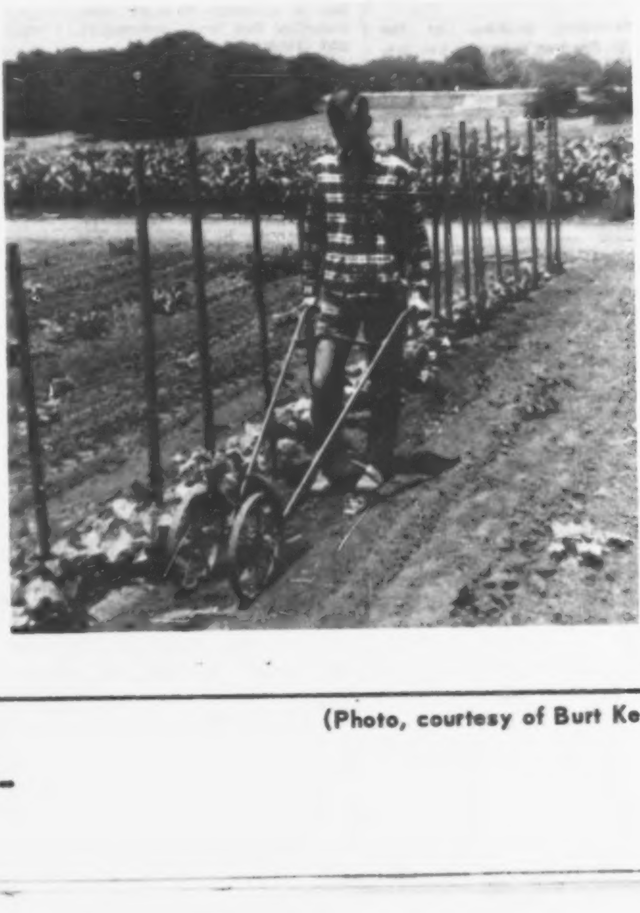
Help solve your problem of peak seasonal labor, and at the same time support the county economy.

Call in your needs and requirements to the

California Department of Employment

303 West Church Street
Santa Maria
Telephone: WAlnut 5-8686
or
130 E. Ortega Street
Santa Barbara
Telephone: WOodland 5-7063

"YOUTH POWER!" (Below) Archie Look hand plows bean field at Dos Pueblos Ranch in Goleta near Santa Barbara.



(Photo, courtesy of Burt Kenny)

CALIFORNIA FARMER, August 4, 1962

Blueberry Grower Beats The Labor Problem

By DON RAZEE

The Green Valley Blueberry Farm has come close to some berry crop failures, but George C. Goetz says there never has been a crop failure among the teenagers who harvest his crop.

• • • • • • • • • •

One reason Goetz uses teenagers during the harvest is their availability in large numbers during the harvest of the major part of his crop. Picking starts around May 17 and continues for six weeks. The crop can be kept in storage for several months to extend the fresh market season.

• • • • • • • • • •

Goetz says, "Teenagers have to be taught the right way to handle fruit, and believe me, there is a right way and a wrong way. There is rhythm to be taught, avoiding lost motion to reduce fatigue. Adults know this, but young folks must learn. This knowledge, once learned, will be of unlimited value in later life's endeavors. One must always remember that these young fruit pickers are totally inexperienced. They must be shown how not to squeeze a peach, bruise an apple or rub the bloom from a blueberry.

"To us, this is paramount for quality fruit, as the bulk of our crop is picked and packed for the fresh market. These workers are still in school, are used to leadership, and do not do well without this leadership in our fields and orchards.

"If any growers expect to try a youth program with their fruit harvest, they must resign themselves to far more patience, teaching and supervision than would be necessary if migrant professionals were used. I think it is worth the added effort, especially the knowledge that most of our crew will be back at our gate every morning until the crop is harvested."

• • • • • • • • • •

Goetz hires about 75 teenagers every season for an average of 24 working days. There are three trained women supervisors or row bosses, overseeing about 25 youngsters each. These field supervisors are the key to the entire youth program. Without them the entire teenager program would fold. Head boss Margaret Navarro and her three daughters have been with Goetz through seven years of harvest.

By the time the harvest season gets underway there are 75-100 job applicants signed up. They work five or six days a week from 7 a.m. to 2 p.m. with a lunch period. On very hot days, they work 6 a.m. to noon, but rarely over six hours.

Most of the pickers are delivered and picked up by their parents. The schedule for the next picking day is set up the previous day and posted on the bulletin board so both parents and pickers know when to report.

• • • • • • • • • •

At times some boys are sent by their supervisor to the "Siberian Salt Mines," but only when their interest in the girl in the next row freezes their fingers to immobility. This means a picking assignment about an acre away and a complete lack of companionship, except for a few miserable boys.

Realism is injected into the scene with one rule that is unrelenting—any rough stuff, throwing clods or use of profane or abusive language means instant, and Goetz means instant, firing. No one gets mad, the worker is just fired and told to come and see about a job next year when he is a little older.

The 10 varieties of blueberries grown on the Green Valley Blueberry Farm range from small to grape-size, and pickers are switched from small to large about twice daily. Every picker has equal time in the bigger berries and in extremely scant picking. When the picking gets poor, a one to two or three-pound bonus on each six-pound pail picked is announced.

The pay scale remains the same from start to finish—10 cents per pound. Goetz adds poundage to the actual weight picked as much as two for one. He feels the psychology applied here is better than varying the price scale. Another rule that is a must is a sun hat of some kind.

The ranch maintains, and has for years, sanitary rest rooms with four toilets and basins, plus two field "Chick Sales." These, of course, are rough, but they are checked and cleaned twice daily.

There is a pickers' room 75 x 100 with benches around, with plenty of trash cans for lunch refuse. A sign was placed here reading, "Us Goetzes just hate litter bugs."

• • • • • • • • • •

There is at least one watermelon feast furnished by the blueberry farm, and at least two cake and ice cream sessions also on the house. At this time, Goetz arranges for a dedication from a local disc jockey. It doesn't cost much when you consider how solid these little acts make Goetz with all the kids.

Blueberry ice cream, pop and whatever else the youngsters need are provided at cost during the lunch period.

One thing is sure—there is never a dull moment on the blueberry farm in June and July, and if Goetz ever had any doubts about the wisdom of trying to teach these young adults a sense of fair play and the importance of a job well done, it was dispelled a year ago when Mother Nature turned up the furnace one day and the ranch took a 50 per cent ruined crop.

These young pickers stayed right with Goetz using 10 times the care in keeping out spoiled berries. That's why Goetz feels he has never had a crop failure in young berry pickers, and he has a potentially great crop coming on every year.

TIME OUT! Young workers, described in accompanying article, enjoy breaks for cokes, lunch, and watermelon contest.

(At bottom) Geotz shows Marc Johnson, Coastal Area Manager, sign which tells workers just when to report for work.

(Photos, courtesy of B. C. Rucker)

Pickers Bulletin.
Start Work Tomorrow
Quit

(Photos, courtesy of B. C. Rucker)

"GET A HORSE!"

How Hazel did it at Arroyo Grande

Hazel Jane Reis, sophomore at Arroyo Grande Union High School, loves horses, and for the past five years has worked and saved her money so that she might eventually have a horse of her own.

In the top picture, Hazel (right) works with Wanda Welch pollinating flower plants near Arroyo Grande.

In the middle picture, Hazel (left) is a snap bean picker. She has also worked in apricots and strawberries.

Bottom picture shows Hazel at Arroyo Grande Farm Labor Office with Hondo, 10-year-old Palomino, purchased in February, 1962. During the summer she earned more than $300 in the flower fields, and was able to buy Hondo a saddle, new shoes, and feed, managing also to save money for her own school needs.

South County Youth Groups May Work Farms for Funds

ARROYO GRANDE—South county youth organizations, seeking means to earn money for uniforms, athletic equipment, etc., may seek their revenue from the area's ready farm labor field, under a proposed "pilot" program.

Under the program, groups of 10 youngsters or less may be placed as a unit in the agricultural harvests, provided each group has an adult to supply transportation and supervision. Job areas will be from one to four miles from Arroyo Grande.

Both boys and girls will be acceptable under the plan, with experience not a necessity as long as the adult supervision is adequate.

Any interested organization may contact Harry Frederick at the seasonal employment office of the California department of employment on highway 101, just south of Halcyon road, phone 489-2237.

San Luis Obispo County Telegram-Tribune, June 20, 1962

FARM LABOR INFORMATION
FARM LABOR OFFICE

(Photos, courtesy of Harry Frederick)

(We) "HOLD YOUR HORSES!"

SAN DIEGO COUNTY FAIR
1962

ATTENTION HORSE EXHIBITORS

GROOMS? **STABLE BOYS?**

Planning to attend the Fair—who will care for and feed your horses while you are sightseeing?
Dependable San Diego County High School Students are available through the CALIFORNIA DEPARTMENT OF EMPLOYMENT FARM PLACEMENT SERVICE to do your chores.
Contact your FARM PLACMENT SERVICE OFFICE adjacent to the horse show arena at the Fair.

Lew Richards, Manager
776 State Street
San Diego—BE 2-4292, Ext. 59

Gene Rath,
Farm Placement Office
329 East Ohio Street
Escondido—SH 5-6211

THE VALLEY NEWS
EL CAJON, CALIFORNIA

(Photo, courtesy of Gene Rath)

VACATION TIME!

Going to the Worlds Fair? Disneyland? Home to visit the Family?

WHO WILL CARE FOR AND FEED THE ANIMALS
ON YOUR FARMSTEAD?

Dependable San Diego County High School Students are available through the CALIFORNIA DEPARTMENT OF EMPLOYMENT to do your chores.

Call — FARM PLACEMENT SERVICE for a reliable chore boy or girl . . . San Diego, BElmont 2-4292, Ext. 59.

NEW
YOUTH FARM WORK PROGRAM
STARTS AT THE
SAN DIEGO COUNTY FAIR

Many San Diego residents own horses and are active in horsemen's clubs and horse shows.

This led local Farm Placement people to conceive a youth "horse-sitting" service at the County Fair.

The enthusiastic manager of the turf club made a tack room available as the youth placement office--(right) Gene Rath, FPO of Escondido office, on duty at the Fair.

The popular service was continued after the Fair. Teenage "horse-sitters" were placed throughout the county to care for animals, particularly during the absence of vacationing livestock owners.

HIRE
"QUALIFIED"
YOUTH
FOR YOUR WORKERS
-HORSE FEEDERS
-HORSE HOLDERS
-STALL CLEANERS
FARM PLACEMENT SERVICE
JOBS for YOUTH
FARM LABOR

(Photo, courtesy of Allen Boe)

MIGRANTS

Average employment of nonlocal, or migrant, workers in California agriculture declined from 26,100 in 1961 to 25,500 in 1962--a negligible change--representing 600, or 2 percent fewer migrants in the average work force. In both years the migrants represented 8 percent of the total average farm work force. See Table III, Page 21.

Peak employment of migrant workers, shown in Table VI, Page 26, shows a sharp decline from 66,500 in 1961 to 55,500, or more than 16 percent fewer workers at the 1962 peak. The migrants represented 15 percent of the peak farm employment in 1961 and 13 percent at the 1962 peak. Also, at the 1962 peak, interstate migrants were 31 percent of the total migrants at peak, a smaller proportion than at the 1961 peak, when 34 percent were interstate. The changes in employment of migrants between 1961 and 1962 reflected primarily the overall downward trend in labor need and the net effect of production and seasonal variables for the two years, rather than a pronounced statewide change in the utilization of migrant workers.

However, a few reported observations revealed interesting changes in migrant employment in some communities. Some comments, for example, were that mechanization of certain harvest tasks had curtailed the need for migrant families in apricots and prunes. Here and there, employers were reportedly reluctant to hire families because of the minimum wage and working conditions regulated by Industrial Welfare Commission Order Number 14-61, applying to women and minors employed in farm work.

There was evidence that some migrants were making fewer moves between work areas. In some instances farm labor offices thought that worker registration and efforts to encourage migrants to stay on the job and in the area were reducing the number of premature departures due to restlessness or lack of knowledge that there was still work to be done. Migrants were also reported to be staying longer in one spot because they may have found satisfactory living accommodations, rather than move on to another area where the finding of satisfactory housing was doubtful. Fewer moves between work areas would tend to increase days of employment, and explain part of the reduction in numbers of migrants employed.

Some migrants, of course, stopped moving at all and became settlers, possibly because at least one member of the family found permanent farm or nonfarm employment.

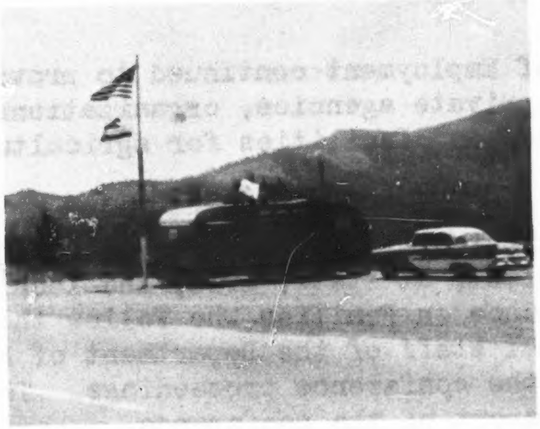
Farm placement service to migrants continued to include dissemination of farm job information through the California Guide for Farm Workers and the Weekly Farm Labor Report, available at all offices of the Department of Employment throughout California.

Special information service for interstate migrants was available at the Mt. Shasta Information Station, operated jointly by California and Oregon, and at the Blythe Farm Labor Office near the Arizona border in East Riverside County. See opposite page.

For a report on interstate clearance of farm workers and the specialized migrant employment program--the Annual Worker Plan--see pages 62--67.

California public and private agencies continued to stress and strive for improvements in services and facilities contributing to the health, education, and welfare of migrants as well as other agricultural workers, many of whom were former migrants and still subject to some of the same problems and disadvantages. For information on advancements in specific areas of service, see pages 54--61.

FARM LABOR
INFORMATION STATION
CALIFORNIA TOMATOES



FARM LABOR
INFORMATION STATION
OREGON CHERRIES

MOUNT SHASTA FARM LABOR INFORMATION STATION

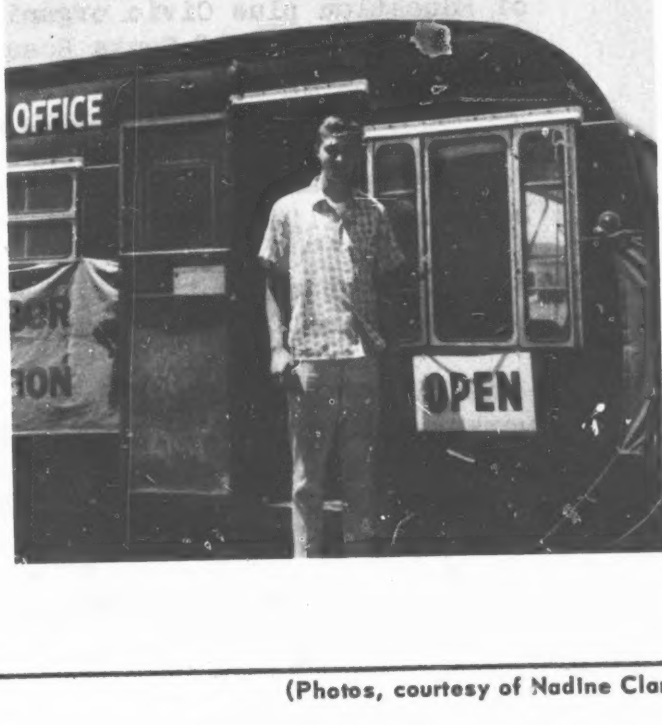
Located on Highway 99, near Mt. Shasta, California, this farm labor information station assists in directing northbound and southbound migrants to destinations, in Oregon and California, offering the greatest potential in farm job opportunities.

During the months operated, May through October, 1962, a total of 914 groups sought information at the station. The 914 groups included 2,783 persons of whom 2,004 were workers. This was about 45 percent above the 1961 traffic.

The information station not only answered inquiries about farm work opportunities, but also used this migration contact to inform the workers about the advantages of the Annual Worker Plan, and to initiate an ES-369 employment schedule if the group leader was interested. ES-369s were set up for 23, or 2.5 percent of the groups.

The station, operating for the third year, was staffed by Nadine Clark of California (lower left) and Dennis Cone of Oregon (lower right).

OFFICE
OPEN


OFFICE
OPEN

(Photos, courtesy of Nadine Clark)

MIGRANT PROGRAMS

The California Department of Employment continued to provide farm employment and related data to public and private agencies, organizations, and individuals concerned in programs, services, and facilities for agricultural workers--primarily migrants.

Farm Placement staff participated with such agencies and organizations in conferences and programs of common interest, at state, area, and local levels. One illustration was the Third Annual Conference on Families Who Follow the Crops, held in Visalia, March, 1962. State and local staff of the Department of Employment participated and the State Office processed the conference proceedings. The transmittal letter (opposite) summarizes the import of the conference.

The Department's Farm Placement Service was represented on the Advisory Committee on Health of Seasonal Agricultural Workers, and the year 1962 was marked by increasing attention to this subject. The California Legislature included $75,000 in the 1962--1963 budget for extension of local health services to agricultural workers and their families. For an example of how available state funds were utilized, see Pages 56 and 57. It was also expected that additional funds might be forthcoming from Congressional appropriation subsequent to the passing of a U. S. Senate bill authorizing grants to "state and local health departments, grower associations, health and welfare councils, medical societies, educational institutions, and other community groups interested in planning and conducting a project to improve health services or conditions of domestic farm workers and their families".

California farm labor offices continued close liaison with local welfare agencies to assist in finding jobs for potential workers among welfare recipients, and to refer to such agencies, workers in need of their respective services.

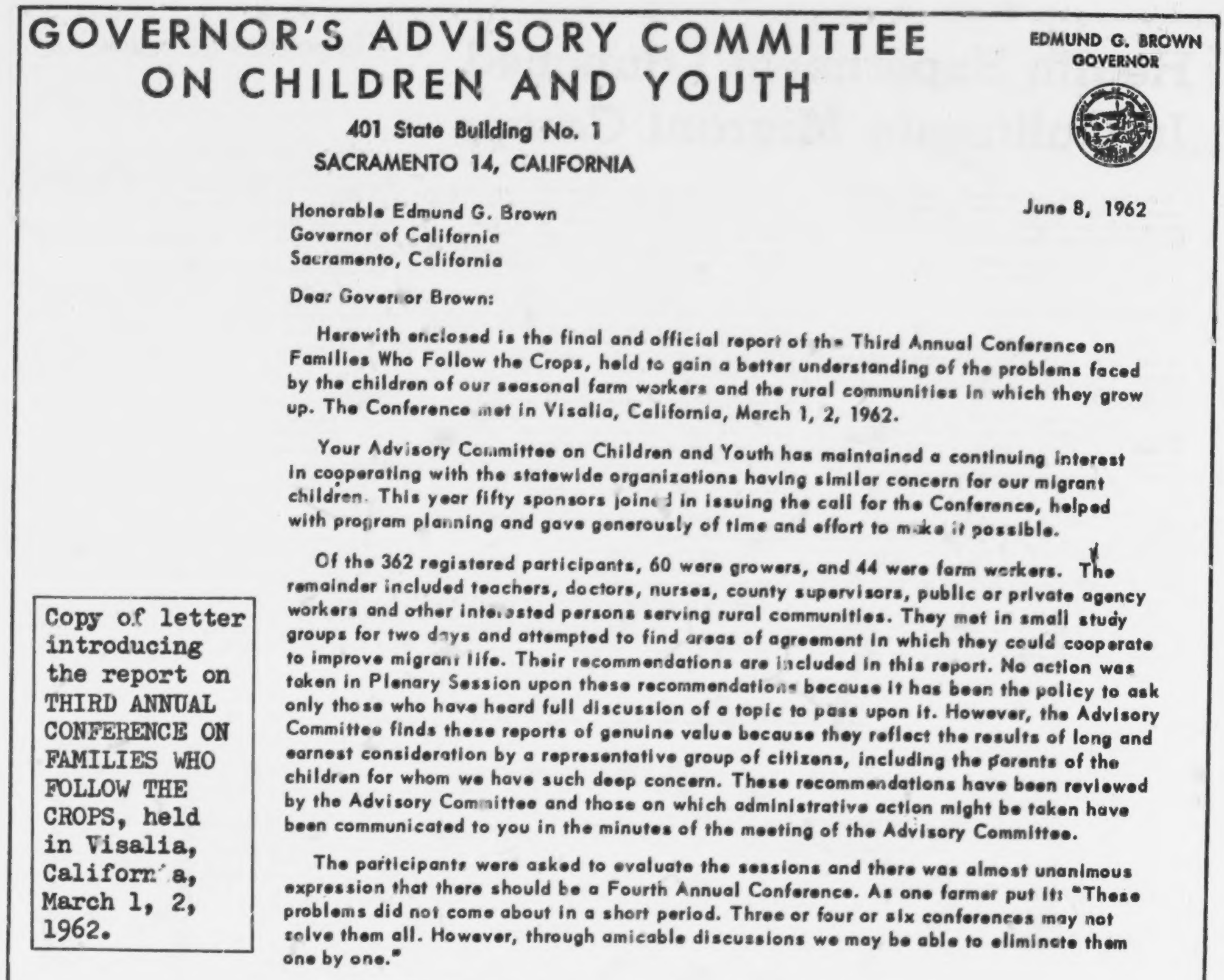
Local reports included references to volunteer educational, child care, recreational, and welfare projects by many church groups, civic clubs, and miscellaneous organizations. One report of such services follows:

> "Again in 1962, informal education was offered to migrant children, mainly in the Sebastopol Area where most of the camp grounds are located. This project was accomplished through the Sebastopol Board of Education plus Civic organizations and personnel volunteers. The Migrant Ministry of Santa Rosa and Sebastopol again provided clothing, food, bedding, as well as spiritual guidance. This program was expanded with the participation of an additional local church group. Handicraft sessions plus games, movies, and other aids were provided for the migrants. A mobile library again visited the area to provide books and allied services to the families."

For information about migrant schools and a child care center, see Pages 58--61. For additional subjects relating to migrants, see Pages 62--71.

Under the Disability Insurance Program, which was extended, in 1961, to include agricultural workers, migrant farm workers became eligible to claim disability insurance benefits after May 1, 1962. See Page 72. Migrants and other agricultural workers were also eligible for training under the MDTA. See Pages 37 and 78.

Copy of letter introducing the report on THIRD ANNUAL CONFERENCE ON FAMILIES WHO FOLLOW THE CROPS, held in Visalia, California, March 1, 2, 1962.



GOVERNOR'S ADVISORY COMMITTEE
ON CHILDREN AND YOUTH
401 State Building No. 1
SACRAMENTO 14, CALIFORNIA

EDMUND G. BROWN
GOVERNOR

June 8, 1962

Honorable Edmund G. Brown
Governor of California
Sacramento, California

Dear Governor Brown:

Herewith enclosed is the final and official report of the Third Annual Conference on Families Who Follow the Crops, held to gain a better understanding of the problems faced by the children of our seasonal farm workers and the rural communities in which they grow up. The Conference met in Visalia, California, March 1, 2, 1962.

Your Advisory Committee on Children and Youth has maintained a continuing interest in cooperating with the statewide organizations having similar concern for our migrant children. This year fifty sponsors joined in issuing the call for the Conference, helped with program planning and gave generously of time and effort to make it possible.

Of the 362 registered participants, 60 were growers, and 44 were farm workers. The remainder included teachers, doctors, nurses, county supervisors, public or private agency workers and other interested persons serving rural communities. They met in small study groups for two days and attempted to find areas of agreement in which they could cooperate to improve migrant life. Their recommendations are included in this report. No action was taken in Plenary Session upon these recommendations because it has been the policy to ask only those who have heard full discussion of a topic to pass upon it. However, the Advisory Committee finds these reports of genuine value because they reflect the results of long and earnest consideration by a representative group of citizens, including the parents of the children for whom we have such deep concern. These recommendations have been reviewed by the Advisory Committee and those on which administrative action might be taken have been communicated to you in the minutes of the meeting of the Advisory Committee.

The participants were asked to evaluate the sessions and there was almost unanimous expression that there should be a Fourth Annual Conference. As one farmer put it: "These problems did not come about in a short period. Three or four or six conferences may not solve them all. However, through amicable discussions we may be able to eliminate them one by one."

Dr. Eric Thor, Economist, Giannini Foundation said it this way: "Ten years ago the growers and the farm workers wouldn't even sit in the same room. Five years ago they were able to sit in the same room but on opposite sides. Now they mix around and chat with each other. So we really are making progress in communication."

A farm worker said after the first session: "Well, I have learned that this grower isn't a monster and he has learned that I am not a wino."

The Advisory Committee shares the belief that through improved communication, understanding, and a sincere desire to cooperate, a way can be found to overcome many of the handicaps now faced by those children in health, education, housing, and opportunity to develop. Our philosophy has been to encourage self-reliance and to strengthen the family and those basic local services which should be within the reach of all of our citizens whoever they are - a goal we have not yet attained.

Together with our dedicated group of co-sponsors we hope to find the way to enable all families in our rural communities to prosper and raise their children to be strong, healthy good citizens of America.

Respectfully submitted,

Helen R MacGregor
Miss Helen R. MacGregor
Chairman, Governor's Advisory
Committee on Children and Youth

Florence R. Wyckoff
Mrs. Hubert Wyckoff
Chairman, Subcommittee on the
Migrant Child

Health Experiment Launched In California Migrant Camps

THE OREGONIAN, TUESDAY, SEPTEMBER 25, 1962

Kern County, Calif. has developed a health education program for migrants which is receiving recognition in the western states. The Oregonian's agricultural editor visited Kern County last week. This is his report:

By JOE BIANCO
Agricultural Editor, The Oregonian

BAKERSFIELD, Calif. (Special) —

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At Weedpatch and Arvin, some 14 miles from here, near the very setting of the trials and miseries of Steinbeck's migratory workers, the Kern County Health Department is employing India's "village worker" technique to improve the lot of the migrant.

The experiment began last fall but did not get off the ground until this year. During the summer and fall of 1961 the Kern County Health Department received a $5,000 grant from the California State Health Department to conduct a health education project among seasonal agricultural workers and their families. • • • • • • • • • • • • • • •

The county's health education division—in an attempt to bridge some of these social-cultural barriers—recruited five persons from among the farm labor group to act as aides. Hildebrand said the aides were paid to learn, to teach and to help play important intercultural roles to promote a health education project which was supported by state funds. The county was the first to employ this method.

The idea of using paid community workers in this manner is not a new one, explained Hildebrand. The method has been used in a number of places throughout the world in programs designed to help solve health problems. • • • • •

The Kern County project differs from these others in a number of ways. Rapid orientation and training in basic principles of public health is given to the community aides. The course takes about four weeks. The content includes sanitation, nutrition, maternal and child health, local health services, and health education methods. The aides also work with the health department field staff.

"The early contact with sanitarians and public health nurses in the same area in which they live is most important because it establishes sound, early communications," explained Hildebrand. The aides are hired for six months during the migrant season. They work 20 hours a week and receive $1.50 an hour. Although the pay may seem small it does supplement the family income and is equal to the pay given a clerk (grade 1) in the c[illegible].

For example, one of the aides is a Spanish-speaking woman with eight children. She was on welfare and was highly recommended by her welfare worker as a "fine, hard-working person." Her husband was a seasonal agricultural worker. Through this program the woman was given an opportunity to earn money, said Hildebrand. Another aide, an unmarried, Spanish-speaking woman, was working in a grape packing shed when hired and had experience in seasonal agricultural work.

Some of the aides' activities include:

1. Conducting a fact-finding survey to help determine levels of knowledge and problems.
2. Assisting in reviewing and preparing educational literature in Spanish and English to meet the needs.
3. Helping to set up educational programs, which cut across the usual social-cultural barriers.
4. Assisting public health nurses in many aspects, such as translating where language problems existed; referring problems to nurses; helping nurses to make contacts and helping them to become more aware of the importance of their role as teachers as well as nurses.
5. Informing and educating migrants about local health resources.

The work of these aides has brought results:

—Nurses and sanitarians have overcome many of the communication and cultural barriers which existed between them and the families they serve. This has resulted in better use of professional staff time and of existing services.

—More and improved health educational materials are available for use. Aides review, pre-test and help select educational literature and assist with the development of new materials.

—Surveys of problem areas have been made to obtain useful information on basic health knowledge of the people, and their attitudes toward public health services.

—Health education programs of various types have been sponsored.

—Newly-arriving migrants are welcomed with educational materials, up-to-date directories of county health and welfare services.

There are 15,000 agricultural workers in the Kern County area, working to harvest grapes, cotton and potatoes that grow abundantly in this part of the San Joaquin Valley.

Tsun Hai Lee, who works with Hildebrand and is a public health educator, said the county health department's goal is to "restore the dignity" of a proud people.

However, this program could not have been initiated without the assistance of the state health department and the U.S. Public Health Service.

ADEQUATE laundry facilities are important in maintaining standards. Mrs. Anita Arciniega, an aide, chats with a resident of migrant camp, Mrs. Augusta Tyler.

(Photo, courtesy of THE OREGONIAN)

The Bakersfield Californian Friday, June 15, 1962

Health Office, TB Association Say Skin Test Program Highly Successful

The Kern County Health Department and the Tuberculosis and Health Association report that their skin testing program for tuberculosis among children in the Sunset Labor Camp, near Lamont was a "smashing success."

According to Dr. DeWitte T. Boyd, County Health Officer, and Mrs. Marguerite Muckleston, executive director for the Tuberculosis Association, 121 children received skin tests last week. Two days later, 116, or 96 per cent of the total, returned for the all-important reading by a Health Department physician. At the same time, 139 adults and children over 14 received chest X-rays from the department's mobile X-ray unit.

The Sunset Camp program was the first of three scheduled for this month. Skin test and X-ray programs are on tap for Shafter Labor Camp this week, and for the Wasco Camp on June 18 and 20.

"Everyone connected with the program was highly pleased at the huge turnout of the Sunset Camp residents," Dr. Boyd said. He estimated that there are about 150 children in the 1-5 age group, which is the group the Health Department and TB Association wanted to test.

"I want to commend our community aides, Mrs. Frances Gonzales and Don Galindo, who did a lot of footwork and persuasion to convince the camp residents of the value of the program. We all feel that their efforts were the main reason we had such a good response," he continued.

Dr. Boyd and Mrs. Mucklestor also commended the parents and children of the camp for their enthusiastic turnout and the camp management for their support of the program. They also expressed appreciation for the volunteer help of Mrs. John Holt, a Tuberculosis Association board member, and Mrs. Carole Rugnao, a former community health aide.

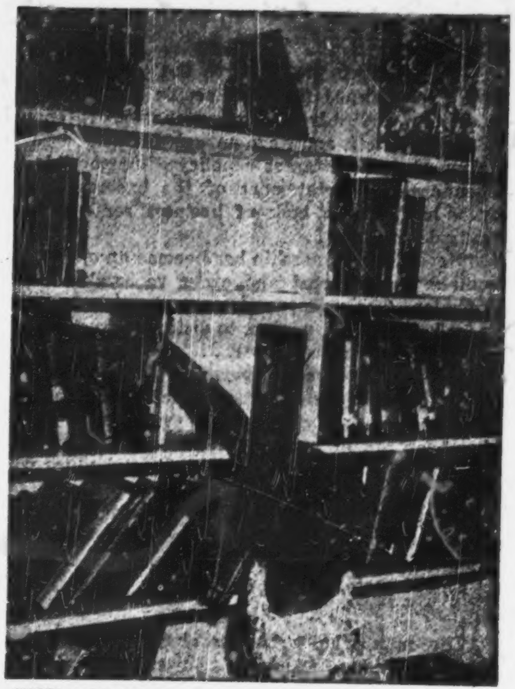
Of the 121 children tested, only one had a positive reaction and another one had a suspicious reaction. Their family members received skin tests and x-rays, and a public health nurse will keep a watchful eye on them.

Dr. Josephine Namboze, right, a visitor from Uganda, Africa, "reads" Johnny Rugnao's negative reaction to tuberculosis skin test at the Sunset Labor Camp. Mrs. Frances Gonzales, a community health aide, records the results as Mrs. Irene May, wife of the camp's assistant manager, watches.

(Photo, courtesy of BAKERSFIELD CALIFORNIAN)

INDEPENDENT-HERALD
Wednesday Afternoon, July 11, 1962 Yuba City, California

Gridley Farm Labor Kids Like to Go to School



WORLD OF BOOKS — This little girl from the Gridley Farm Labor Camp finds a whole new world to explore in the branch of the Butte County Library opened in conjunction with the Farm Labor School.

Most school children look forward to summer vacation, but the children of farm laborers in the Gridley area like to go to school, at least when they can do their studying in the pleasant atmosphere of the cool, shaded lawn of the Gridley Farm Labor Camp.

The Farm Labor School opened Monday for its second season with the surprising enrollment of thirty school-age and an equal number of pre-school youngsters. Thirty-three students showed up last Friday to take placement tests for assignment in this week's classes.

When the school opened last year from 10-15 children showed up the first day of school, with the average daily attendance for the entire summer of 18.7, with an equal number at the nursery school.

IN ADDITION, the Farm Labor Camp branch of the Butte County Free Library, which is run in the afternoon in conjunction with the school in the morning but also includes books for adults, passed out 47 books on its opening day this summer, compared with four last year on opening day. An increasing number of adults are taking out the books, the library staff says.

The school is staffed by six volunteer teachers from the Gridley area, supplemented by student teachers, also volunteers, from Chico State College. In addition, Gridley high school girls, many of them members of the Rainbow Girls, assist with the nursery school under the direction of a kindergarten teacher and her assistant. Overall director of the school is its founder and organizer, Mrs. Emma Gunterman.

The school is of particular value to the farm labor children whose parents follow the crops and who are likely to miss out on some of their schooling during the many moves throughout the year. Last year out of the 66 students attending the school 32 attended from seven to 21 days, and many of these same children were back for more this Monday

FOR FINANCING of the school, Mrs. Gunterman depends completely on volunteer contributions, as there are no funds from either the federal or the state government set aside for this work. The Butte County Library provides text books as well as books for pleasure reading, and Gridley organizations and individuals have contributed money and supplies.

A total of $50 was spent on the school last year, Mrs. Gunterman says. This year the Gridley Lions Club contributed the new sandbox for the nursery school, while the Junior Women's Club has also taken on the school as a project. "When I ask for something, almost no one turns me down," Mrs. Gunterman says.

Mrs. Gunterman hopes, by the time peach harvest is in full swing, to enlarge her school to include all-day care for those children whose parents must be away in the orchards. She also expects the already high enrollment to increase still more, as word of the school gets around to workers in the area. The present students are almost entirely from the camp, where their families were contacted individually by Chico State students who told them about the school.

Chico Enterprise-Record Tuesday, September 11, 1962

PLAYTIME AT CAMP—One of the nicest things about the Farm Labor Camp is the school provided for the children. Here youngsters play under the watchful eye of Avis Gregoire, of Chico, a junior at Chico State College. A children's library is maintained at the camp. The summer-long school ended last week. Those closely connected with the camp say a loud "thank you" is due to CSC for fine support at the labor camp educational facility. (Photo by Joe Gunterman)

Child Care Center Gridley Starts All-Day

An all-day program for farm labor children whose mothers are working in the peach harvest — believed to be the first such program in the state — started at the Gridley Farm Labor Center Aug. 6.

Volunteers for the new project are badly needed, according to Mrs. Emma Gunterman, coordinator. If enough volunteers can be obtained, the child care center will remain open through the peak harvest season, to August 31. Those interested in helping, either part-time or full-time, should contact Mrs. Gunterman, Rt. 1, Box 746, Gridley (Phone: Gridley 3264)

Child care centers to help working mothers, supported by the state, are common in California cities. They have been virtually unknown in the agricultural areas where thousands of women work in the harvests.

The Gridley child care project is being operated under the same volunteer auspices as the farm labor camp's summer school, but every effort is being made to meet state standards. It is hoped that the local center will serve as a pilot project of future child care programs throughout the state's farming area

Officials of the state departments of education and social welfare, and of the Butte County school and welfare offices, advised on the setting up of the local program.

Children from the age of three on up are being accepted from 6 a.m. to 4 p.m., the peach picking hours. They are given breakfast and lunch. Parents are charged according to a schedule used for state-supported centers, which in turn is based on family size and income.

Eighteen children were enrolled at the child care center on the opening day.

The five weeks of summer classes for elementary school children also held at the farm labor camp ended Friday, Aug. 10. The classes, for two hours each mornnig, have been taught by volunteer credentialed teachers assisted by high school and college students.

A branch of the Butte County public library at the camp, also staffed by volunteers, will remain open through August.

INDEPENDENT-HERALD
Yuba City, California

August 15, 1962

WHILE PARENTS PICKED THE PEACHES, their preschool offspring spent pleasant days in the Gridley Child Care Center. (Left) Mrs. Guy Hardesty, trained welfare worker and one of two volunteers on duty, serves mid-morning milk and cupcakes to her tiny charges. The other volunteer was a Chico State College student. Mrs. Emma Gunterman, founder and volunteer director of the Center, said the key to success is for volunteers to win the confidence of parents and persuade them to bring the children to the Center.

(DE picture by Terry Clark)

(Copy of hand-out to migrants in Butte County)

PLEASE PASS THE WORD ALONG!
ALL DAY CHILD CARE AT
THE GRIDLEY FARM LABOR CAMP
Mondays through Fridays

Child care will be provided from 5:30 a.m. to 4 p.m., for children whose mothers and fathers are working. We will take care of children from the age of three on up. They will be given a small breakfast a 7:00 a.m. and a lunch.

There will be a charge for the child care, as follows: One child, five cents per hour; two children, ten cents per hour; three or more children, 15 cents per hour.

If you want to leave your children for child care, please bring them to the center building at the Gridley Farm Labor Camp. If you want further information please come to the center building during library hours, 4:00 p.m. - 5:30 p.m.

This child care program is open to all farm labor children, not just to those who live at the camp. Please pass the word along!

* * * *

¡AVISO PARA TODOS TRABAJADORES AGRICOLAS!
EL CUIDADO DE NINOS
GRIDLEY FARM LABOR CAMP
De lunes a viernes

El cuidado de niños para todo el día será asegurado para los niños de quien los padres ambos trabajan, de las cinco y media de la mañana a las cuatro de las tardes. Cuidaremos los niños de tres anos o más. Les daremos el desayuno a las siete y el almuerzo.

Hay que pagar para el cuidado de los niños: un niño, cinco centavos para una hora; dos niños, diez centavos para una hora; tres niños o más, 15 centavos para una hora.

Si quieres dejar sus niños para cuidado, tráigales por favor a la casa grande de la Gridley Farm Labor Camp. Si quieres más información, venga por favor a la casa grande durante las horas de la biblioteca, de las cuatro de las tardes a las cinco y media.

El cuidado es para todos los niños de trabajadores agrícolas, no solamente para los que viven en el Gridley Farm Labor Camp. Circula por favor esto aviso a todos sus amigos.

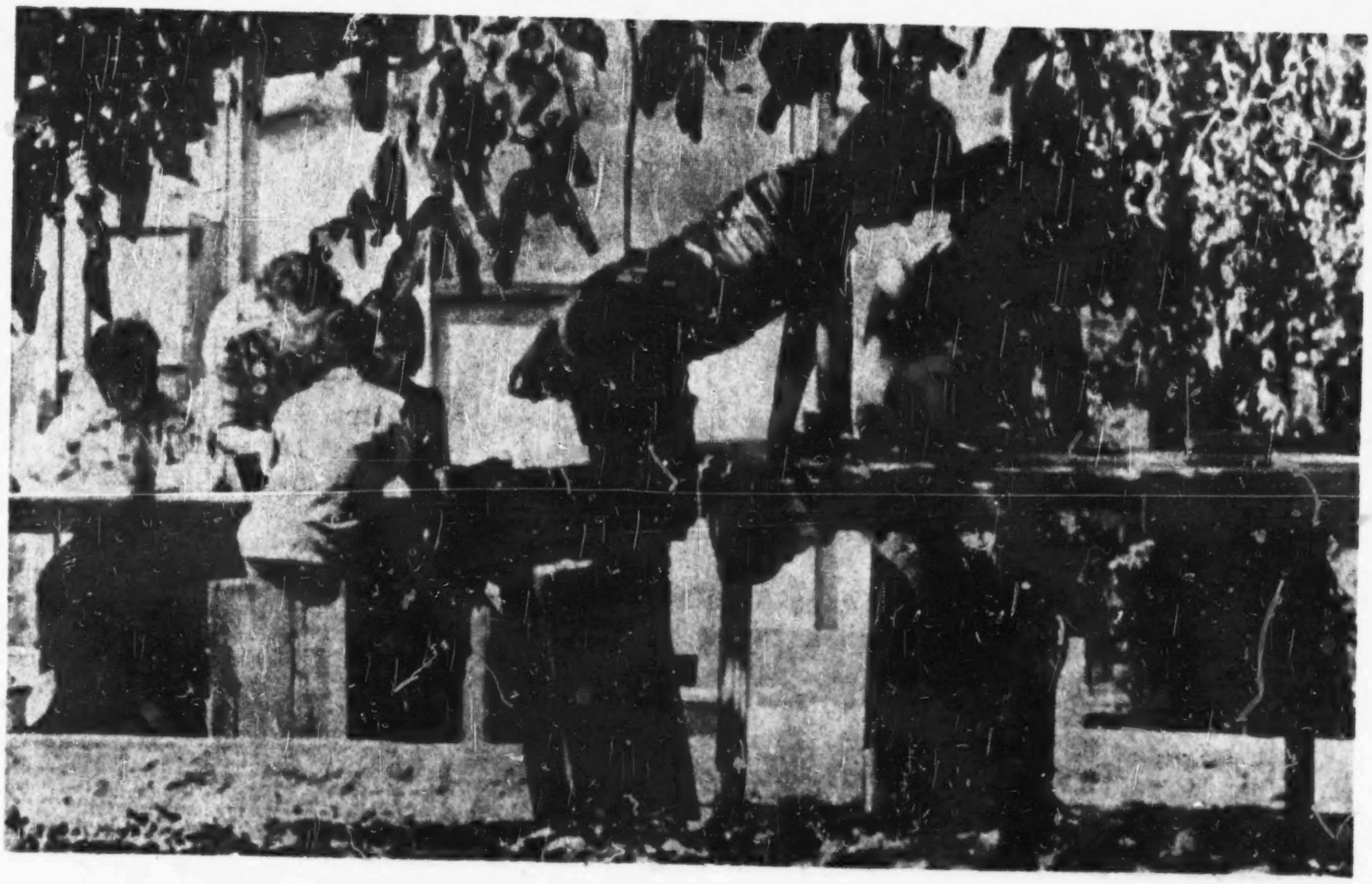
School for migrant children based in Berryessa orchard

EAST SAN JOSE SUN
August 1, 1962

A CLASSROOM under the apricot trees, a trunkload of education supplies lugged there by a volunteer teacher--and pupils whose knowledge of English is scant and whose formal schooling may be even scanter. That's the story of the daily morning elementary school established last week on a Berryessa ranch by a dedicated group of women working under the sponsorship of the Migrant Ministry of the Santa Clara County Council of Churches. Some 17 children from age 6-12, are attending, although the number of daily pupils fluctuates greatly, and there's a faculty of five to serve them. "We could use 17 teachers," commented Mrs. Dorothy Goble, organizer of the school, "one for each student because their ages and their needs are so varied."

An adjunct to the project is a nursery school, operated by Mrs. Kay Phillips for the Palo Alto YWCA, designed to keep the preschoolers from being underfoot. Each day, the teachers cart in their classroom supplies to the outdoor classroom on the Cortese ranch. At the same time, the pupils are being transported, by volunteers from Alum Rock Methodist church, from nearby ranches where their parents, mostly migrant farm workers, are picking 'cots.

FULL curriculum is covered, including three R's, arts and crafts, recess games, and enrichment activities. Teachers use Science Research Associates kits as basis of classwork because of compactness, variety of grades served.



BOXES form chairs for pupils at the Berryessa school, established for the first time this year. Two other similar schools are also operating in the valley under the Migrant Ministry. In addition, 12 mobile libraries are circulating donated books among migrant camps.

The Bakersfield Californian Saturday, July 28, 1962

Migrant Kids in School

Wasco Camp Youth Helped by Students

Californian News Service

WASCO — Between 65 and 75 migrant children attended the daily vacation school conducted at the Wasco labor camp this month by a team of college students.

The intsructors are part of a statewide program serving families that move with the crops. The program is sponsored by the Migrant Ministry of the National Council of Churches of Christ, California Migrant Ministry and Kern County Farm Labor Ministry. College age youths volunteered and were organized into teams and sent throughout the state.

Working in the Wasco area have been: Gail Haymen, Union Theological Seminary, N.Y.; Cathy Truax, Occidental College; Carol Goepel, New Jersey; Everett Harper, Long Beach City College; and Ronald Laymen, Seattle. While in Wasco they have lived at the First Congregational Church.

Song Periods

The daily program included craft work, song periods, recreation, health education and refreshments. There were 25 preschool children, 24 primary age and 18 junior age youngsters in attendance each morning.

Besides morning programs, there were teen-age evening activities that attracted about 100 youths, and family nights that drew about 150. There also were craft programs for mothers and health education sessions for adults.

CALIFORNIAN

Children of migrant farm workers gather for a caft class at fhe Wasco labor camp vacation school. The school is conducted by a team of college age youths.

Contributing to the program were contributions by members of the church for the purchase of health kits, daily milk service contributed by Wayne's Dairy, co-operation of the camp director, Earl Rouse; ice cream bars by Dr. Mary Henricks; and watermelons by Wasson-Emerson Packing House.

Provide Transportation

Others helped in various ways, providing transportation to the park for last Wednesday's picnic and assisting with the daily program. A beach outing was provided for the student instructors one morning by Mr. and Mrs. Henry Vorrheis.

Besides serving the migrants in the Wasco area, the team visited Shafter and Buttonwillow labor camps with similar once-a-week programs. On Monday, a two-week program will be carried on in the Bakersfield area with people in the Cottonwood area. Headquarters will be Friendship House.

AGRICULTURAL CLEARANCE

Intrastate

Intrastate clearance placements for 1962 totaled approximately 11,500, which was 10 percent fewer than the 1961 total. As one manager reported, "when we were short, everyone else was too".

However, there was continued close cooperation between offices to meet each other's needs, many of which did not overlap, and the sharing of the available supply of workers helped to improve utilization. Metropolitan offices in Los Angeles and the San Francisco Bay Area recruited for orders phoned in from outlying offices in farm districts.

In Fresno County, the Project Office coordinated clearance of workers among the county's widely scattered crop districts served by a network of seven "satellite" seasonal offices. Stockton, Sacramento, and Marysville continued to supply workers on clearance to foothill, delta, and even coastal office areas.

Under the Intrastate Annual Worker Plan, 1,415 openings were extended, of which 376, or 27 percent, were filled.

Interstate

ES-225 Table 5, Page 86, shows that California extended 124 orders to 11 states, representing 2,112 openings. A total of 1,240 workers were referred against 29 of the orders. Ninety percent of the openings were extended to Texas, and 94 percent of the workers received were from that state. Of the total openings extended to all states, 57 percent represented positive recruitment in Texas. Of the total California openings filled from all states, 78 percent were the results of positive recruitment in Texas. Positive recruitment and pooled interview recruitment are identified separately in the table for Texas. Table 5 refers to all clearance, including orders and openings extended and filled under the Annual Worker Plan. See Page 64.

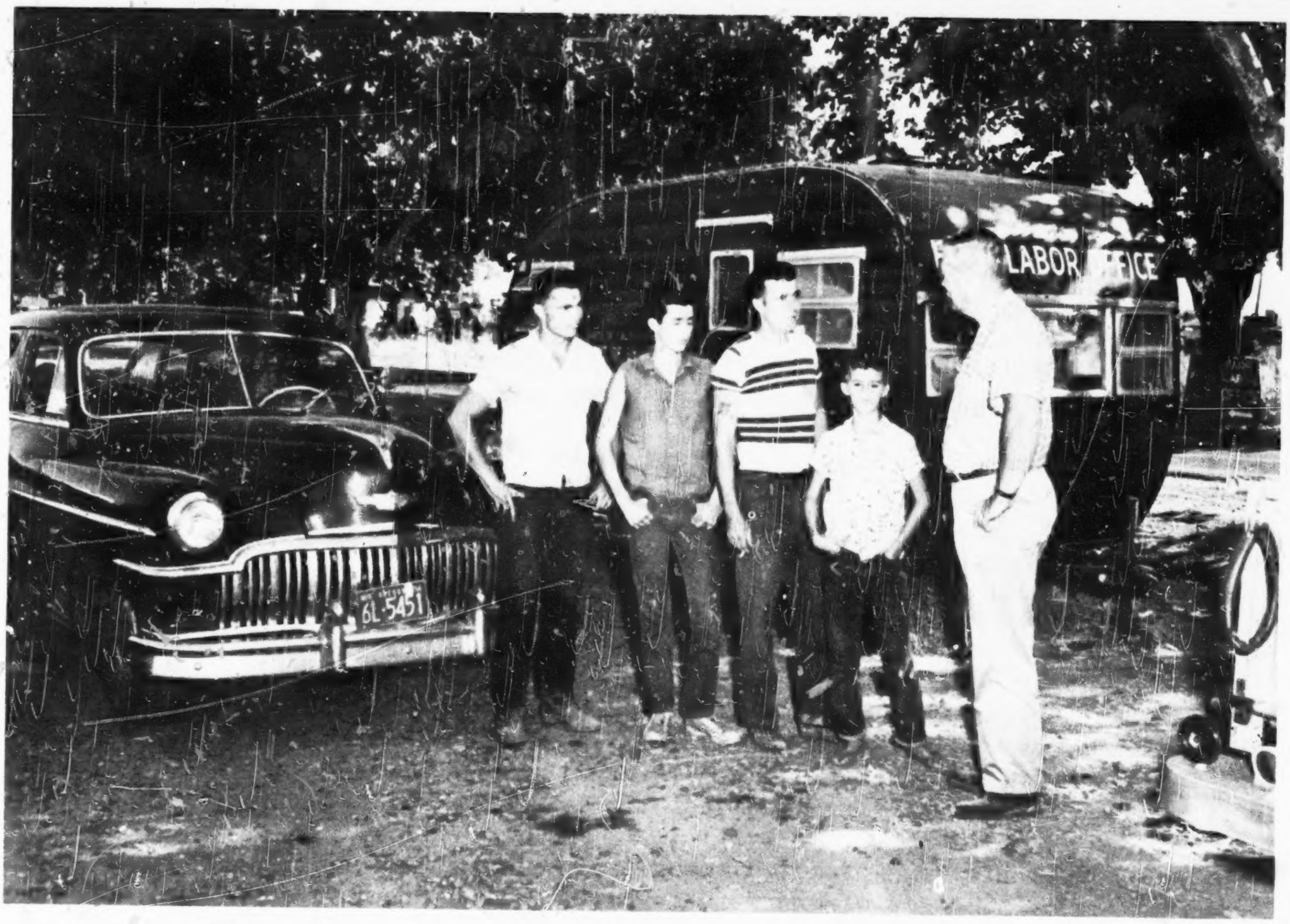
As applicant-holding state, California received 61 orders from nine states, representing 4,892 openings for which 265 workers were referred. The table excludes orders refused.

Although the number of orders extended by California increased between 1961 and 1962--from 47 to 124--the number of openings extended and filled were approximately the same for the two years--openings, from 2,035 to 2,112; filled, and 1,271 to 1,240.

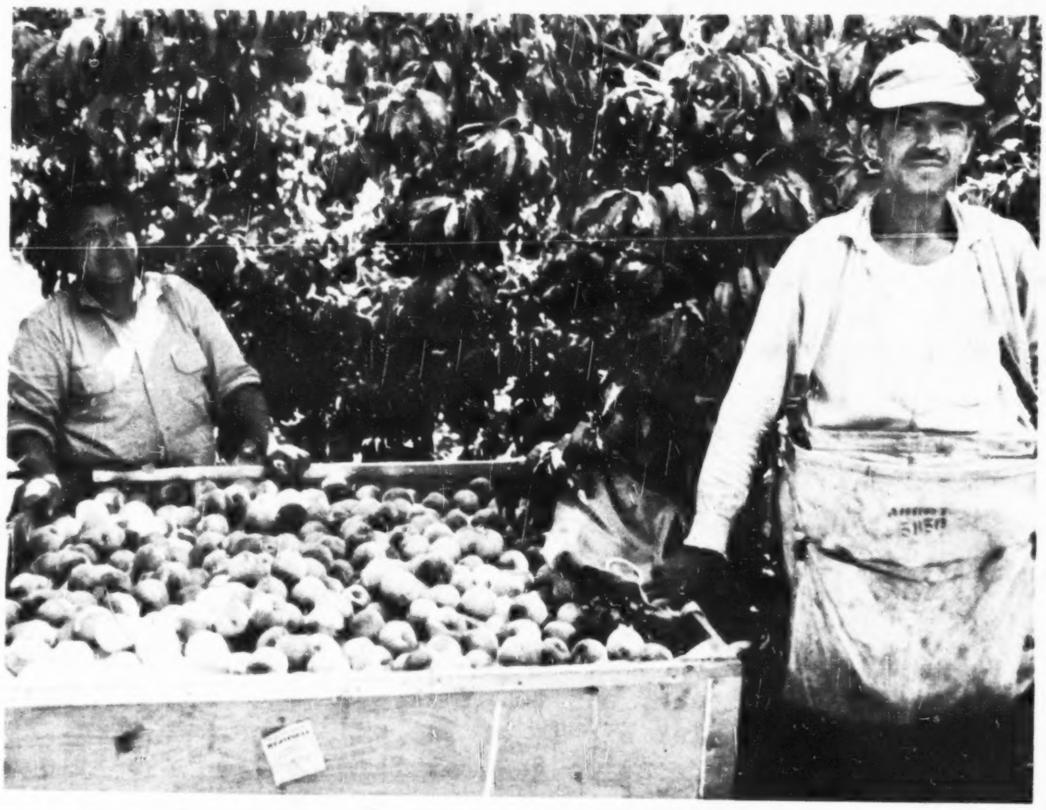
The 1962 clearance efforts to recruit out-of-state workers for California indicated that the most effective clearance was positive recruitment of single men by the employers, or their crew leader representatives who accompany the workers to California from Texas. In 1962, employers reported that the workers recruited were more reliable and that a higher proportion stayed on the job for which recruited. In fact, workers who came in the early spring for asparagus cutting, after which they went home, came back later for fruit picking with the same employers.

California's clearance orders were for seasonal help primarily in vegetable harvests and fruit and vegetable thinning. Orders developed upon request for out-of-state Annual Worker Plan crews were for the employment desired, usually tree fruit thinning and harvesting, as well as harvests of cotton, grapes, potatoes, and berries.

For discussion on subjects of interstate regulation, see Pages 68--72.



INTERSTATE WORKERS--(Above) Eldon Cully, FPR, greets young Oregon father, his two sons and friend, who stopped at Gridley trailer to ask about pear picking over in Lake County. Many interstate workers prefer to travel on their own and rely on this "drive-in" farm labor service for information and jobs. The Oregon father and sons had picked peaches a half day, earning $35, and were taking the rest of the day off.



(Right) Couple from Mexico, with permanent "green card" visas, had migrated to California via Texas and expected to return to Mexico for Christmas. They had picked 4 bins of peaches (@ $3.50) earning $14 before noon.

(DE pictures by Terry Clark)

AGRICULTURAL CLEARANCE - Continued

Annual Worker Plan

California continued to promote preplanned migration for both interstate and intrastate migrant groups under the Annual Worker Plan. During 1962, a total of 595 groups were contacted in the conduct of the program, of whom 184, or 31 percent, had also been registered under the Plan in 1961. Table VIII, Page 67, summarizes the composition of migrant groups contacted under the Plan. Documents received from other states indicated that an additional 316 groups, representing 1,971 workers, may have worked in California under the Plan but could not be contacted at expected locations or because of insufficient information as to where they might work.

The 595 AWP groups in 1962 were 26 percent fewer than the 809 groups contacted in 1961. The decrease was due primarily to more careful screening to make sure that the Annual Worker Plan was offered only to those group leaders who earnestly desired to regularize their migration, and who were unequivocal in their intentions to adhere to the scheduled commitments. Some success in these efforts was indicated by a 46 percent increase in the number of arrivals on schedule--from 80 in 1961 to 117 in 1962--despite the 26 percent decrease in the number of total groups involved.

Efforts to strengthen the Annual Worker Plan operation during 1962 included staff training to improve ES-369 records and related communications, to be more precise in designating group requests for job development, and to be more realistic in routing job offers to the most likely places for timely contact with the leaders.

The Annual Worker Plan was promoted among employers as well as among migrant groups. A total of 215 ES-560A job offers were developed for distant groups. One farm magazine devoted extensive coverage to explanations of the Plan. See Page 66.

Early in 1962, California participated with eleven other states in a Pooled Interview Program in Texas. The restriction of recruitment contacts to leaders of groups which had worked in the recruiting state the preceding year limited the effectiveness of the program in augmenting California's domestic migrant labor supply. Participation in the 1963 Pooled Interview Program was not contemplated.

California does propose to continue promotion and development of other aspects of the AWP Program. A training guide, nearly complete, was to be ready for release early in 1963. Consideration was being given to use of electronic data processing to facilitate communications, records, analysis of migrant group characteristics and patterns, and to assist in evaluating the effectiveness of services and operations under the program. For ES-225 Table 4, see Pages 84 and 85.

TEXANS WORK IN CALIFORNIA UNDER ANNUAL WORKER PLAN

Gay Hutton (white blouse) visits family of Catarino Garcia (center)--whom she scheduled through the Union City Farm Labor Office--to set up their schedule to come back in May, 1963, for their fourth year at the Orsetti Ranch. →

Seven of the ten members of the family worked in lettuce, squash, cucumbers, and tomatoes, between June and November, 1962. They think highly of the Annual Worker Plan. At home, the father and sons do general farm jobs on a cattle ranch.

Annual Worker Plan workers

(Photo, courtesy of B. C. Rucker)

ANNUAL WORKER PLAN

CALIFORNIA FARMER, July 21, 1962

By DON RAZEE

. . . .

When a crew leader or migrant head of a working family stops to register at a farm labor office he is asked if he would be interested in joining the annual worker program. If so, he gives the office his name and permanent mailing address and the number of workers in his group both over and under 16. Then a pattern of employment is obtained. It shows past, present and maps out future employment for the group on a month-by-month basis. A typical family might prefer to live in Texas January through April, but the California official will find out the crops activities and the name and location of the employer during each of these months.

This same family moves into California each May and may work here through October, then moving on to Oregon before returning to their Texas home base for the holidays. . . . .

Our typical family may indicate a desire to pick cherries in the San Jose area in June but from here the family likes to go to Stockton. The farm labor office in San Jose will contact a cherry grower who has requested pickers, tell him they have a family with five workers and ask the grower to guarantee the family a job if the workers guarantee to report.

While the family is working in San Jose, the farm labor office sends the necessary family information to the Stockton office which, in turn, contacts a grower and lines up definite work for the family still in San Jose. When a job is lined up, the San Jose office is notified, and the name of the rancher and the date the family is to report to work in Stockton is written in the family's permanent work record which they carry with them. . . . .

This same operation is repeated through county after county, state after state, until the entire work year is filled in advance. This is an aid to workers because they know when and where their next job is. It helps the grower because he has a guaranteed work force on its way.

Both employee and employer are asked to make the arrangement permanent so the same workers go back to the same ranch year after year. Under an ideal setup this family would know where they were going to be each month of the year and who their employers would be before they ever left home. . . . .

If growers want to retain the good workers in this group, it is to their advantage to do all they can to make a program such as this go.

If a farmer wants a crew, he fills out an order listing housing that is available, pay, transportation, date needed and other necessary information. A quick check of the records will show where a crew can be reached at any time during the year. If the working crew wants the job they send back an acceptance card and the grower is assured that help is on the way.

Again, this thing will only work if parties on both sides keep their word. This is where the department steps in again. If a crew says they wil report for a job and don't show it goes on the record and they are kicked out of the program. The same is done with growers—if they offer work and then refuse it without just cause, no more annual workers will be sent their way. After a few years a priceless set of records can be accumulated in this manner, but only if both growers and workers cooperate. . . . .

At present, it is an educational problem on both sides. Working crews have a habit of stopping if they see a sign on the road offering work. They may have been on their way to an assigned job but never make it. Same on the grower's side. He must be convinced it is not necessary to hire at the gate, that a crew is on the way and will arrive as specified. . . . . . .

MEMBERS OF 8-MAN TEXAS CREW PICK PEARS, SONOMA COUNTY
The AWP crew worked in pears and prunes. The employer rented a house for them during their brief stay.

(Photo, courtesy of B. C. Rucker)

TABLE VIII

ANNUAL WORKER PLAN CONTACTS WITH MIGRANT GROUPS OF FARM WORKERS BY OFFICES OF THE CALIFORNIA DEPARTMENT OF EMPLOYMENT - 1962

Composition of AWP Migrant Groups Contacted - Interstate and Intrastate

Annual Worker Plan (AWP) refers to employment service program designed to provide advance scheduling of job itineraries for agricultural migrant groups.

ITEM	All AWP Groups	INTRA-STATE CALIF*	INTERSTATE		
			Total	Home State Calif#	Home State Other#
Groups contacted in Annual Worker Plan	595	244	351	107	244
Crews	201	83	118	20	98
One-family groups	338	140	198	67	131
Other groups (Singles not in crews)	56	21	35	20	15
Persons in AWP groups contacted	5,200	1,874	3,326	658	2,668
Male, 16 and over	2,550	855	1,695	362	1,333
Female, 16 and over	1,040	375	665	168	497
Under 16	1,610	644	966	128	838
Workers in AWP groups contacted	3,888	1,398	2,490	543	1,947
Male, 16 and over	2,541	854	1,687	358	1,329
Female, 16 and over	982	362	620	154	466
Under 16	365	182	183	31	152
Families in AWP groups contacted	640	237	403	102	301
In crews	302	97	205	35	170
In one-family groups	338	140	198	67	131
Persons in all families	3,909	1,476	2,433	489	1,944
Male, 16 and over	1,271	457	814	198	616
Female, 16 and over	1,028	375	653	163	490
Under 16	1,610	644	966	128	838
Average persons per family	6.1	6.2	6.0	4.8	6.5
Workers in all families	2,597	1,000	1,597	374	1,223
Male, 16 and over	1,262	456	806	194	612
Female, 16 and over	970	362	608	149	459
Under 16	365	182	183	31	152
Average workers per family	4.1	4.2	4.0	3.7	4.1
Unattached adult male workers	1,279	398	881	164	717
Unattached adult female workers	12	0	12	5	7

NOTE: This table is limited to groups contacted by California re Annual Worker Plan.

*Intrastate California residents migrating within California only.

#Interstate - California residents working outside California part of year.
Other state residents working in California part of year.

TRANSPORTATION

The required registration by farm job applicants at offices of the Department of Employment sharply reduced day-hauling from the offices as pick-up points. ES-225 Table 1, Page 81, indicates that the number of day-haul points operated declined from 30 in 1961 to 18 in 1962, while the sum of workers transported on the average day went from 2,341 down to 649.

Many day-hauls established by the Department in the past, however, continued to operate with the same number of pick-up points in 1962 as in 1961, while the average day's haul increased from 990 to 2,282 workers.

Employers, labor contractors, and professional haulers continued to pick up workers on streets in areas representing labor pools, without supervision of the Department of Employment. Workers desiring such transportation were directed to pick-up points by the Department. Staff also maintained occasional contacts with haulers and employers in the day-haul areas to observe labor demands, supplies, and operation of this labor market.

Farm labor transportation vehicles have to meet state standards for safe construction, and operation by qualified drivers. Local farm placement representatives often assisted in arrangements for mass inspection of farm labor transportation vehicles at a prearranged point by the California Division of Industrial Safety and the Highway Patrol.

Vehicles of farm workers were also subject to inspection and the drivers were sometimes stopped for this purpose.

HOUSING

The placement of needed seasonal workers was still too frequently a frustration because these workers were accompanied by families for whom there was no place to stay. This lack prevented use of many available migrants and presented a problem in preseason job-scheduling of family crews under the Annual Worker Plan.

Farm Placement field staff continued to stress the availability of housing as the key acceptance factor for families of seasonal farm workers. Farmers did acknowledge the need but usually offered reasons why they had found seasonal housing construction economically unfeasible. They mentioned high value and high taxation on lands lying in the path of urbanization. Some felt that the days of agricultural land use were numbered as they suddenly became aware that their farms were adjacent to "fringe areas". Farmers complained of high construction costs and the disproportionate outlay of capital in relation to seasonal occupancy. Some were hopeful that the advance of mechanization would abolish their need for seasonal workers and housing. Others were becoming reluctant to hire families because of more stringent regulations concerning minimum wage and working conditions for women and minors.

But these reasons did not obviate the current pressing need for seasonal housing for families, and new units were constructed here and there, representing sizeable investments. Some of these units, built for immediate occupancy by single workers--domestic, permanent visa, and contract foreign--were planned for conversion into family apartments.

One of the most practical housing solutions was by farmers who rented or bought good used house trailers and set up trailer park facilities, which were also available to workers having their own trailers.

THE FRESNO BEE Thursday, Sept. 13, 1962

State Housing Men Patrol Labor Camps

By Tom Emery

Eight state investigators are patrolling the San Joaquin Valley's jam packed labor camps, alert for signs of the filth and ramshackle conditions which once were so prevalent.

The men, field representatives of the state division of housing, are charged with enforcing the state labor camp act, which sets up minimum safety and sanitation standards.

Lewis C. Miller, the housing supervisor for the valley, said the farm worker population in labor camps will be at a peak from now until mid October as the valley harvests are in full swing.

And thanks mainly to the state laws, the housing division and cooperating farmers, most of the workers—the out of staters, the California migrants and the permanent farm workers—will live in safe housing with indoor plumbing, sanitary toilets, clean water and shower facilities.

But the job of inspecting the camps is a big one. Miller said there are 2,440 labor camps registered in his district. . . . .

In Fresno County alone there are 545 registered labor camps. There are 731 registered in San Joaquin County, 411 in Kern County, 230 in Tulare County, 132 in Merced County, 82 in Kings County and 86 in Madera County.

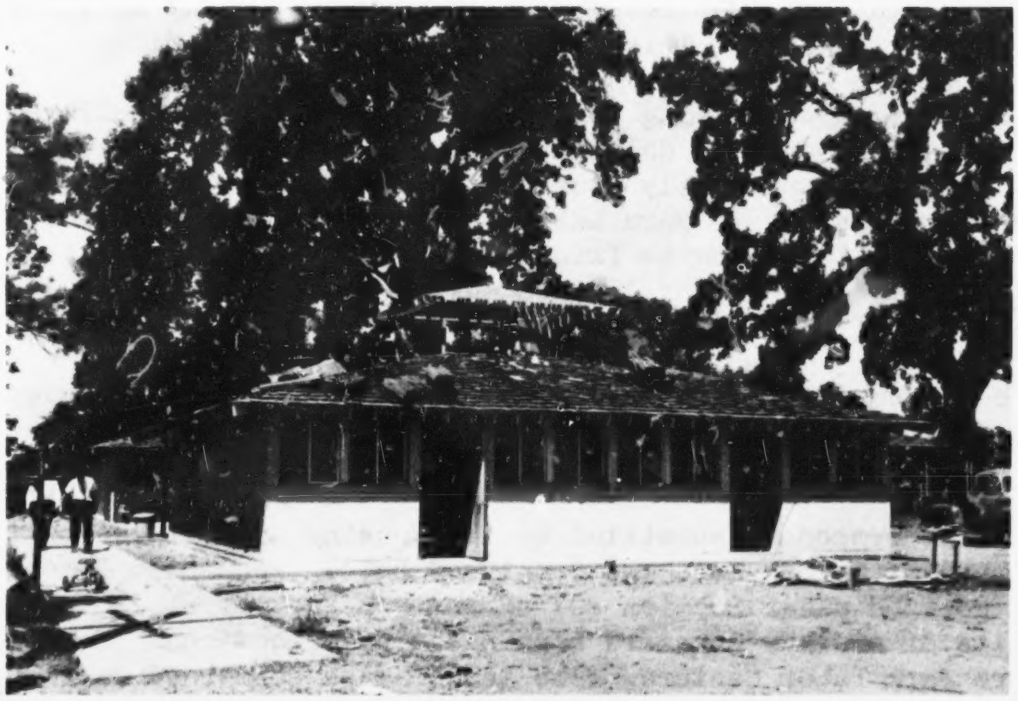
State law enacted by the 1961 legislature requires all labor camp owners or operators to register their camps by January 31st each year with the housing division. . . . .

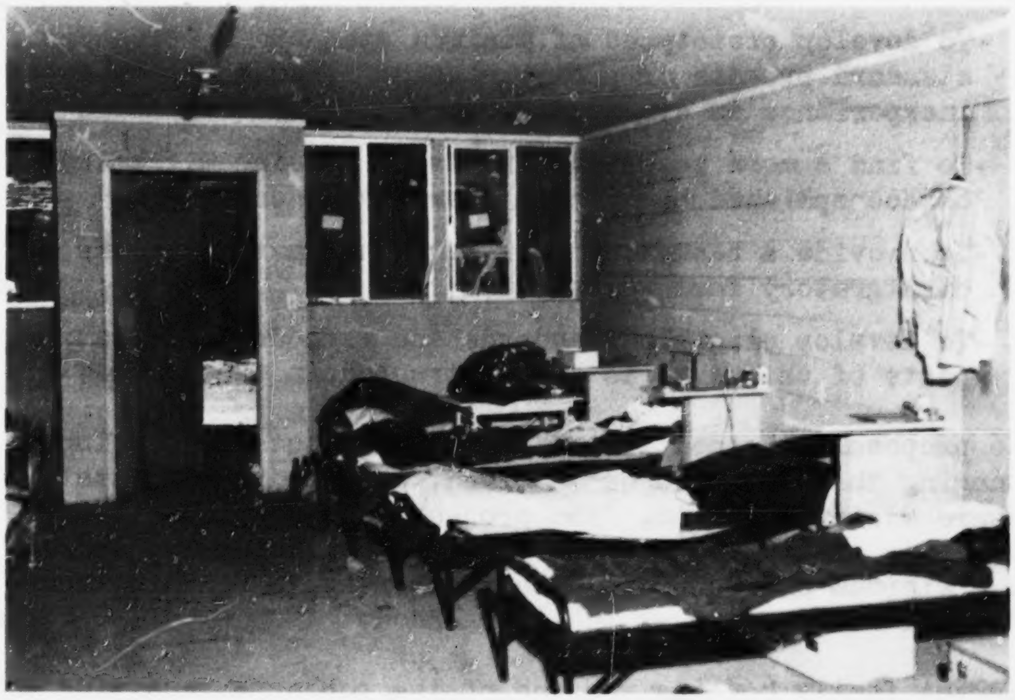
Miller said the registration requirement and a relatively new housing division practice of inspecting the camps before they are occupied has greatly improved the quality of the camps in the last few years . . . .

New Housing in Butte County

Cement block housing on the Herringer Ranch was being completed midway during the peach season. Already partially occupied, the two buildings would house 56 workers--14 to a room.

Note installation of cooler on roof. Another building--between the two visible--houses sanitary facilities. The housing is constructed for conversion to family units. Present occupants were single domestic and visa workers. Huge oaks provide shade and beauty. Sidewalks link units.





(DE pictures by Terry Clark)

HOUSING - Continued

Despite the continued shortage of employer-provided housing for families of seasonal workers, there was increased attention to the quality of existing facilities. Under California legislation, 1961, annual registration of all farm labor camps was now required. This facilitated inspection and was helping to bring substandard camps up to standard.

During 1962, the Division of Housing issued a revision of that part of the California Labor Code relating to Employee Housing. The Division also was in process of preparing revised suggested construction plans for farm labor camp housing, incorporating 1961 changes in housing standards. This publication was expected to become available to farm employers in 1963 and would provide a firmer basis for estimating costs. Some employers, who may have deferred camp construction because of what they believed might be unduly restrictive requirements, may find adequate plans to be less costly than they assumed. This could stimulate construction.

The Division of Housing continued its study on Agricultural Labor Family Housing, undertaken under the California Senate Concurrent Resolution No. 27--relative to A Study of Migrant Family Housing Needs, March 15, 1961. Part I of the resulting report, relating to Farm Labor Centers, was released December 15, 1961. Part II of the report, relating to fringe area housing, was submitted to the Governor's Commission on Housing as the year 1962 ended. A more detailed report would be issued by the Division of Housing at a later date.

The 12 remaining Farm Labor Supply Centers, operating under the local Public Housing Authority, housed nearly 3,000 families during peak harvest months in 1962, and reported turning away many families for lack of sufficient accommodations.

A joint proposal, submitted by the Housing Authorities of the City of Wasco, The County of Tulare, and the County of Butte, requested Demonstration Grant Funds--authorized under Section 207 of the Housing Act of 1961--for the construction of 20 units of minimum standard housing at each location. Each Authority operates one or more Farm Labor Centers. The three areas concerned depend on migratory families for seasonal labor supplies. Stated objectives of the joint proposal:

- To develop prototypes of minimum standard housing for families not suited to standard private or public housing because of low income, high mobility, or inexperience in standard housing, or any combination of these.
- To find a more acceptable means of housing migratory family workers than can be accomplished by existing farm labor centers.
- To provide a background for legislation to meet the housing and health needs of migratory farm workers.
- To develop eligible standards and methods of operation, usable in larger projects of this type to be constructed in the future.

The proposal intended to make use of the established local Housing Authority in managing the public funds involved, subject to both state and federal controls to assure maximum results. The projects would be constructed on land owned by the Authority and served by utility systems already in place. Thus, costs would be kept to a minimum and confined almost entirely to building construction. Action on the proposal was pending as the year ended.

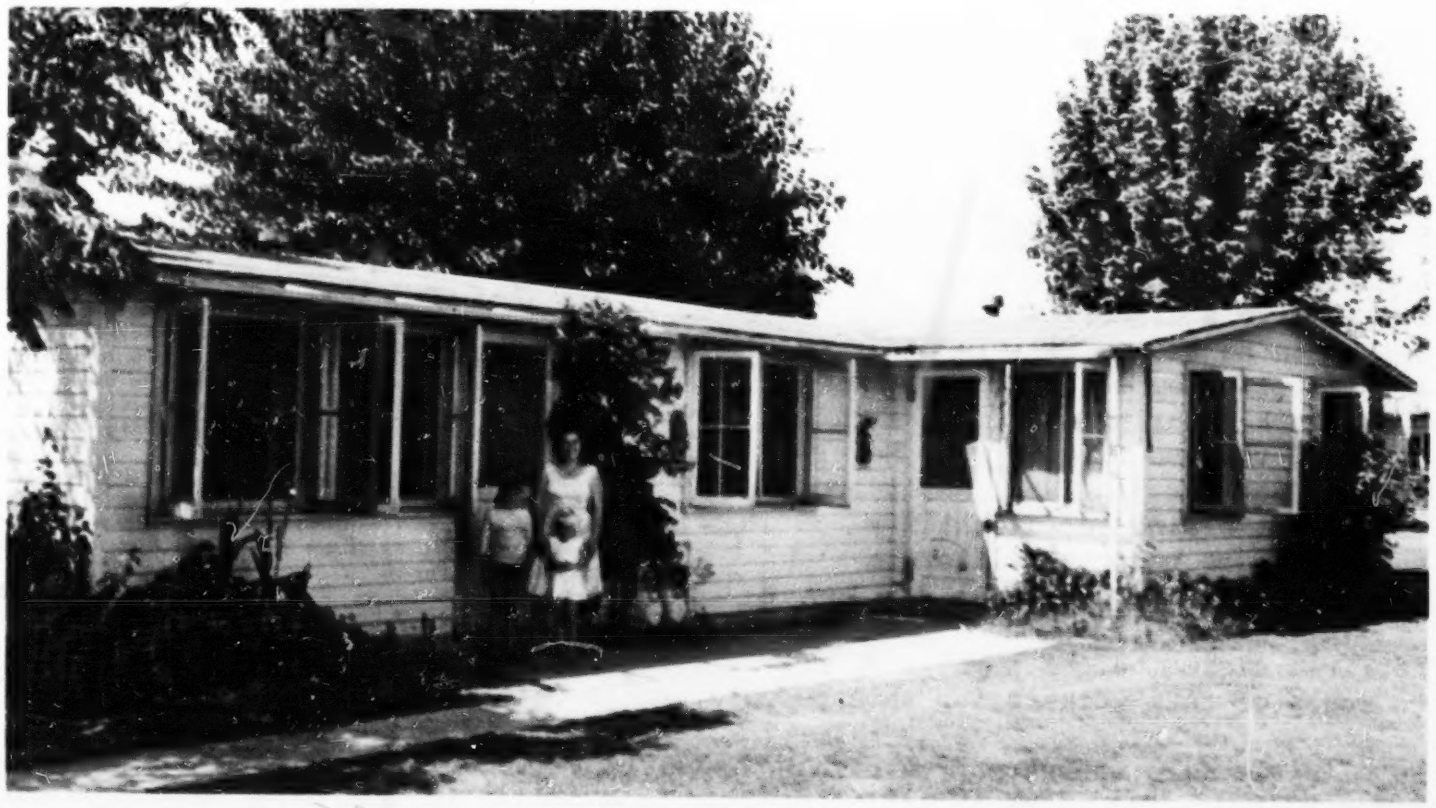
Migrant family housing was one of the subjects receiving emphasis in the 1962 Conference on Families Who Follow the Crops. See Page 55.

CERES FARM LABOR SUPPLY CENTER STANISLAUS COUNTY

Ceres housing facilities, operating primarily as a low rental project, were administered by the Stanislaus County Housing Authority. Well maintained, the camp was occupied by families of more permanent than seasonal workers. Occupants of apartments (right) included a little girl who said she had been in Oregon and Arizona but had lived here about a year. Modesto FLO records showed that her grandfather had been placed in 22 seasonal jobs--in walnuts, berries, etc.

Another apartment resident said she and her husband had moved from Arkansas to Tulare County in 1945, and to Ceres in April, 1962. Husband was a yard man on a nearby ranch. A small boy said he had been born here, and that his parents and grandparents had come from Texas and were now working on a turkey ranch.

The Ceres facilities included 19 "garden homes". Occupying one was Mrs. Pruitt (below) who, with her husband and 3 daughters, came from Michigan almost a year ago to be with relatives living nearby. Two girls were in school. (One in the picture belonged to a neighbor.) The family does not migrate and Mrs. Pruitt works only occasionally. They have picked peaches, apricots, berries, and he has worked on a turkey ranch. Mrs. Pruitt tends an exceptional garden behind the house and has canned 400 quarts of garden produce. On the day visited, she was canning peaches for friends.



(DE pictures by Terry Clark)

WAGES

California farm wages followed the long-term upward trend. Between 1961 and 1962, according to the annual average composite rates per hour computed by the U. S. Department of Agriculture, California's average rose from $1.25 hour to $1.27--a rise of 1.6 percent. The California average rate was 48 percent above the national average of $.856 hour.

In March, 1962, the Secretary of Labor issued a determination involving the Mexican Labor Program (see Page 74), which established $1.00 hour as the minimum rate at which employment of Mexican workers could be authorized for work in California. This minimum hourly guarantee applied also to piece rate wages which "shall be designed to produce hourly earnings at least equivalent to the hourly rate of $1.00, and in no event shall such workers be paid less than the prescribed hourly rate of $1.00." This action, in effect, established a minimum hourly rate of $1.00 for domestic as well as foreign workers engaged in the same work for the same employer.

The Industrial Welfare Commission Order No. 14-61, stating a minimum hourly rate of $1.00 for women and minors 16 and over, employed on an hourly basis, in agricultural occupations tended also to result in this minimum for other workers.

Field reports reflected the general climb upward in rates for year-round and skilled seasonal farm occupations. Increased attention was being given to the setting up of piece-rate scales on the basis of variables in crop and working conditions influencing worker output and earnings.

The interstate regulations of the Secretary of Labor, relating to the clearance of agricultural workers, specified that wage offers to out-of-state workers cannot be less than those prevailing for domestic agricultural workers similarly employed in the state. Three special surveys were made to identify interstate and intrastate workers and the respective wages received. These surveys revealed no differential between wages paid to interstate and intrastate workers. Employers stated that, in most cases, they were unaware of the origin of the workers and any significant difference in rates paid were based on job variables--not on whether workers were local or nonlocal.

DISABILITY INSURANCE

On May 1, 1962, the agricultural worker became eligible for the first time to file a disability insurance claim when he became ill, injured, or hospitalized from causes not related to his work. During the first eight months of the benefit program, May 1 through December 31, 1962, a total of 3,129 first claims for disability insurance were paid to California farm workers.

Definition of Agricultural Employer

The qualifying standard for agricultural employers is the same as for employers in business and industry.

It is this: all employers of one or more agricultural workers who pay wages of more than $100 in any calendar quarter (beginning October 1, 1961) are subject to the Disability Insurance Provisions of the Unemployment Insurance Code. It is emphasized that this $100 amount means the sum of wages paid by an employer in a quarter regardless of whether paid to one or several workers. (This is different from the requirements for reporting agricultural workers to the Federal Government, which provide for reporting only workers who are paid a certain amount.)

Once an agricultural employer has qualified under these provisions, he remains subject to them for the current calendar year and the following calendar year and must report *all* wages paid (including total quarterly wages of less than $100) during those years. If no wages are paid during a quarter a return must still be filed showing "No Payroll."

The first claims became payable on May 1, following deductions of one percent from the wages of farm workers for this purpose, since October 1, 1961.

The eligible farm worker may receive hospital benefits of $12 per day, for not to exceed 20 days, and weekly benefits ranging from $10 to $70 per week depending upon his earnings during a 12-month period prior to his nonoccupational disability.

FARM LABOR DISPUTES

During 1962, the Department of Employment investigated a total of 18 alleged agricultural labor disputes of which 7 were determined to be bona fide labor disputes for unemployment insurance and employment service purposes.

The 7 bona fide labor disputes all occurred in the San Joaquin Valley and Delta districts. The crop activities and number of disputes follow: harvests of asparagus (1); cantaloupes (1); cucumbers (1); cucumbers and tomatoes (1); tomatoes and lettuce (1); and miscellaneous crop activities (2).

Of the alleged labor disputes which were held to be not bona fide disputes, 3 were found to be extensions of a bona fide dispute involving a labor contractor as the prime employer. In the remaining 8 cases, the employers had been sent demand letters by a labor organization requesting individual meetings to negotiate a union contract. None of the employers responded, and the labor organization took no further action.

Below is a tabulation of information relating to agricultural labor disputes in California during the years 1960, 1961, and 1962:

	1960	1961	1962
Alleged agricultural labor disputes	99	48	18
Determined to be bona fide labor disputes .	92	47	7
Domestic workers involved in bona fide labor disputes.	3,064	2,076	620[a]
Domestic workers who actually left their jobs.	2,523	1,093	166[b]
Bona fide labor disputes in which foreign workers were involved	c	18	3
Foreign workers involved in bona fide labor disputes.	c	3,593	520
Foreign workers removed as a result of labor disputes.	c	2,052	144

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a Two of the bona fide labor disputes involved labor contractors as prime employers, and the total number of domestic workers involved was not determined, and therefore is not included.

b In one labor dispute involving a labor contractor as the prime employer, the number of domestic workers who left their jobs was not determined, and therefore is not included.

c Information not available.

FOREIGN LABOR

The Farm Placement Service continued to act as agent for the U. S. Secretary of Labor in carrying out certain provisions of laws governing the use of foreign workers in California agriculture.

Public Law 78 - Mexican Nationals

Average employment of contract Mexican Nationals declined from 33,400 in 1961 to 32,000 in 1962. Peak employment of these workers rose from 65,660 during the week ending October 7, 1961, to 74,170 during the week ending September 22, 1962. The reason for higher peak use in 1962, despite the decline in average use during the year, was the need for additional supplemental workers to harvest the record 1962 crop of canning tomatoes which exceeded the 1961 crop by 36 percent.

The major needs for Mexican Nationals continued to be for vegetable cultivating and harvesting, and citrus picking. Mechanization of the cotton harvest in the Desert Area (Imperial and East Riverside counties) abolished the need for foreign workers in this harvest in 1962.

Section 504(1) of Public Law 78 restricts use of contract workers to temporary or seasonal occupations except in specific cases to avoid undue hardship. The Secretary of Labor, to implement this Section, established a limit of 210 days--35 weeks of employment in any year. Exceptions, "to avoid undue hardship" were requested and approved for 203 employers, permitting employment of 8,371 Mexican workers beyond the 210 day--35-week limitation to the end of the year.

The basic and effective local control of use of Mexican Nationals continued to be the procedure and device, DE 3401, Authorization to Assign Foreign Contract Workers, which provided current information on the activities and the place of employment of contract workers so that any available domestic workers desiring such work could be referred promptly. California's DE 3401, with slight modification, became the ES-344 adopted by the Bureau of Employment Security as a national requirement.

California's procedure required the member-user to contact the local office to validate his needs and to secure the DE 3401 authorization to present to his farm labor association in order to be assigned workers.

The Department conducted 230 agricultural wage surveys in 1962. This was 26 fewer than in 1961, primarily because foreign workers were needed in fewer crops and activities. All surveys were analyzed to determine any activities in which users of foreign workers might be paying rates--to foreign or domestic workers--below rates being paid by nonusers of foreign labor. Out of the 230 findings, four revealed lower rates by users. These were reviewed for "adverse effect". The state recommended against a determination of adverse effect in one case and the Secretary of Labor concurred. Decisions on the other three cases were pending at the end of the year. Wage survey methods were revised to clarify specific information to be gathered during field interviews. The wage survey technician conducted presurvey conferences with field staff and commodity growers to identify and standardize the understanding and reporting of variables for which wage survey data should be gathered.

Copies of all wage findings were posted in each office of the Department of Employment and distributed to county court houses, post offices, and Agricultural Extension Service in each reporting area concerned. Distribution of the findings was made to farm labor associations for the crop wage areas of their respective use of foreign workers. For other wage information relating to the program, see Page 72.

Public Law 414, Section 214(c)

Japanese, Filipino, and Basque entrants to the U. S. under the Immigration and Nationality Act worked under contract in California agriculture. In late 1961, the Secretary of Labor had reduced the ceiling for Japanese workers from 3,000 to 1,200, and by limiting replacements as contracts expired, employment declined to 1,200 by October, 1962.

Contracting of Filipino Nationals was reinstated in 1962, when 125 workers arrived near the end of the year to work for two farm labor associations having different seasons of labor need. Basque sheepherders under contract totaled 490.

Public Law 414, Section 212(a)(14)

Entrants under this section included Mexicans admitted on the basis of year-round farm job offers by sponsoring employers. Such entrants became part of the domestic farm work force and are known as "Green Card" workers.(Permanent visa card is green.)

If an employer requested to sponsor 25 or more of such workers, the Department of Employment was asked by the Secretary of Labor to review the employer's needs in relation to the local labor market, and recommend to the Secretary if he should certify that sufficient domestic workers were not available. Factors other than the Secretary's certification were also considered by immigration authorities in final decisions of admission. In 1962, the Department of Employment reviewed 101 requests and recommended for certification in 9 of them. The number admitted is unknown.

BRACEROS IN TOWN—These Mexican Nationals do virtually all of the stoop labor in Glenn and Butte Counties. They pick the tomatoes and sugar beets and without them the field crops would be sorely pressed for labor, especially tomatoes. Much of the sugar beet crop is mechanically harvested. Almost none of the tomatoes are harvested by machine, and domestic labor won't touch the stoop work. Therefore, the braceros from Mexico, whose wages are guaranteed by state regulations, are lifesavers of sorts for tomato growers. The movement of Mexican labor from one crop to another is rigidly controlled by law. They cannot work in any crop which could attract domestic labor. Only when domestic labor is short can braceros work. Above they have a rest break at Durham Grange Hall while moving from one tomato field to another.

(Mary Dunbar Lemcke photo)

Chico Enterprise-Record Tuesday, September 11, 1962

FRESNO FARM LABOR PROJECT

The following article from the EMPLOYMENT SECURITY REVIEW describes the Fresno Farm Labor Project, a two-year experimental farm labor service, sponsored jointly by the Bureau of Employment Security of the U. S. Department of Labor, and the California Department of Employment.

On Pages 78 and 79 are descriptions of two of the experimental programs in which the Project participated. One was to train unskilled workers in tree and vine pruning, under the Manpower Development Training Act. (See also Page 37.) The other was the Youth Farm Work Program.

Fresno Farm Labor Project

By **ROBERT A. CHAPMAN**
Farm Placement Supervisor

IN CALIFORNIA, Fresno County has been made the launching site for discovery missiles into the "Future of Farm Placement"! There the "elements" of farm labor service are being isolated for scrutiny. New "engines" of organization are being tested. New "fuels" in technique are being tried for *thrust* in promotion, *lift* in operation, and *distance* in accomplishment.

All this is to excite farm placement people everywhere, because the experiments, discoveries, and retooling of farm placement in Fresno may well have nationwide impact on this important segment of the public employment service.

The Fresno Farm Labor Project is the joint venture of the Bureau of Employment Security and the California Department of Employment. It was the brainchild of Don Larin, who as Deputy Director—Farm Placement for the California Department of Employment, dreamed of an experimental farm labor service freed from the manuals and mantles of the past and adequately endowed with staff and facilities to design for the future. His proposal won enthusiastic State and national support and the project became a reality with the opening of its Fresno headquarters, the focal point of service. in April 1962.

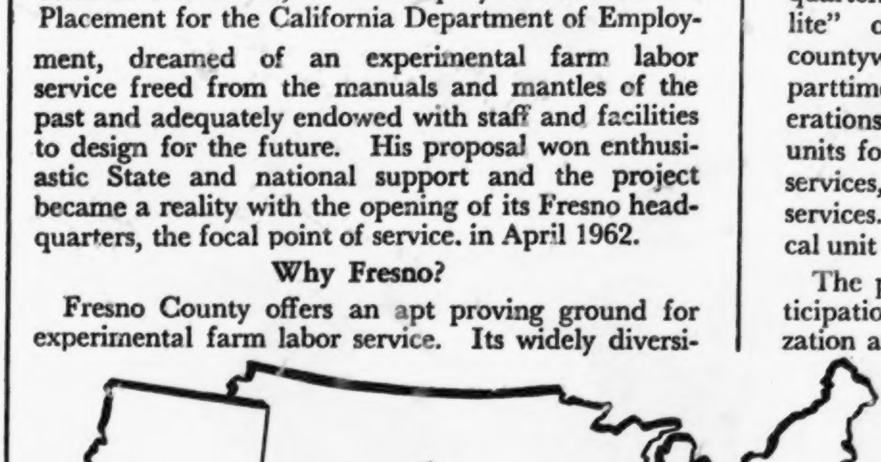
Why Fresno?

Fresno County offers an apt proving ground for experimental farm labor service. Its widely diversified crop and livestock industries, on both large and small farms, reflect much of the Nation's agriculture. Its farm labor market characteristics, conditions, and problems are comparable to many such factors elsewhere. Fresno's farm labor demand patterns, with accentuated peaks, lulls, and overlappings, present many challenging problems in labor recruitment and utilization. Some 8,000 farms, varying in size from less than 10 to more than 50,000 acres, use a peak work force in excess of 60,000 workers. These workers, who are local residents and migrants, vary widely in their ethnic, economic, and educational background; in geographic origin; and in their qualifications for agricultural work.

The Project Setup

Project facilities, in addition to the Fresno headquarters, include seven seasonal or permanent "satellite" offices. The project manager heads the countywide staff of 37, including 21 permanent and 10 parttime professional employees and 6 clerks. An operations supervisor, under the project manager, heads units for employer services, applicant services, youth services, worker training, field reporting, and special services. A staff technical services section and a clerical unit serve the project.

The project team has guidance and frequent participation by area and State office supervisors, organization and management specialists, and an executive



RESULTS OF FRESNO PROJECT
WILL HAVE AN IMPACT
ON FARM PLACEMENT SERVICE
THROUGH OUT CALIFORNIA
AND THE NATION

Employment Security Review
January 1963

advisory board made up of national, regional, State, and area farm placement leaders.

The Launching

The project plan of action was to launch missiles of inquiry and exploration to learn more than ever before about the farms, farmers, and farmworkers. Findings were accumulating rapidly as 1962 ended. Although it was premature to summarize and evaluate, the project methods, devices, and preliminary observations were found to be interesting and promising.

Penetration

The 1959 census of agriculture credited Fresno County with more than 2¼ million acres in farms. To encompass the nature and scope of this agriculture, and to acquire more detailed facts about individual farms and operators, the county was divided into nine districts, each with its own project representative employer visitor. During the year, 3,800 personal contacts for information and promotion were made with 1,200 farm operators, representing roughly 18 percent of the commercial farms in Fresno County. The vast knowledge of individual farming operations, labor needs, and usage were transcribed, as part of the experiment, onto a new employer record card—an edge-sort card.

Although this employer visiting program had information gathering as its primary motive, the immediate impact on operations was the placing of orders by employers visited. Approximately 20 percent of the employers contacted placed an order at the time of the employer visit, and roughly half of these orders were from employers who had not used the farm labor offices in the past 2 years. Total Fresno County orders were double those placed during the preceding year. This gave the offices a challenging volume and variety of job openings which were greatly needed to bolster the companion drive for applicant registration and placement.

Supplementing the employer visiting program, a questionnaire ~~(see pp. 66 and 67)~~ was mailed to some 2,688 additional farmers, of whom 637, or 24 percent, returned the questionnaire to augment the expanding file of Fresno farm knowledge.

By means of colored tape, the new employer records were color coded by area and by types of crop and livestock farms. The positions of the codes also distinguished the size of the crop and related job factors. This technique has already shown results in job development for specific applicants, and in preseason planning for seasonal labor demands of specific crop activities.

A Theme Song

"Getting To Know You" could well be the theme song of the project team working in the drive for applicant registration. Press and radio releases urged farmworkers to visit the nearest project office and sign up for work. Handbills in English and Spanish were distributed by project personnel to announce a new "satellite" office opened in the West Fresno farmworker residential community. An innovation in office hours in this residential area office—keeping open until 8 o'clock in the evening—met with unexpected and favorable response. About as many workers came in during the evening as in the morning, some stopping off on their way home from completed jobs to line up new ones for the next day. Remote from "skid row," the office attracted women and families of workers. Friendly door-to-door visits by project staff, including Spanish-speaking employees, informed the residents of the service, urged them to register, and gave tentative job information to many who inquired for themselves or relatives.

As in the drive for employer information and job promotion, an experimental edge-sort card was being used in the drive for additional worker information to supplement the application card which it might eventually replace ~~(see p. 65)~~. This innovation promised to be of value in file search and selection. Since it contained many items of information about the worker's employment and residence patterns, his skills, experience, and work preferences, use of the edge-sort card has already resulted in a larger percentage of workers being placed in jobs calling for their highest skill. Improved selection interviewing and increased openings resulting from the employer contact drive both helped in this upgrading of referrals at highest skill, but the intensive registration and supplemental information on the edge-sort card revealed potential qualities and factors not previously available to the interviewer.

The registration drive resulted in more than 6,000 new applications at Fresno County offices during April–October 1962. Of these, about 1,700 had registered at the new West Fresno office since its opening in early September. Supplemental information on the edge-sort card revealed that roughly 70 percent of the West Fresno applicants had not previously used our farm labor offices.

Project staffing provided full-time assignment of one employee to promote pilot programs of youth employment in farmwork. A former school principal was given specific responsibility for the program which ended up as the joint effort of 15 schools and colleges, 7 farm labor offices, 75 cooperating employers, and 3 facilitating organizations. The results showed 877 young workers placed in 1,174 farm jobs in pilot programs in 1962 in Fresno County which had no special youth programs for farm jobs in 1961.

The promotion and operation of the Annual Worker Plan was the assigned responsibility of two employees—both Spanish speaking. Making many of their contracts in labor camps during the evening hours, they initiated or furthered the plans of 233 migrant groups totaling 1,058 workers. This number, served during 1962, was more than three times the number of groups contacted by Fresno in 1961, and represented the most intensive AWP promotion and service by any office in the State in 1962.

Focus on the Future

The Fresno project "space travelers" are feeling the pull of other planets which, like those in outer space, are too numerous to tally now. But coming into sight is a program for using MDTA to upgrade the skills of the farmworker. In view also are organization and management refinements, and new training documents for farm placement employees.

Fresno "space travel" has another year to go
And the Project team is geared to GO.

Fresno Farm Labor Project - Continued

Cram Course Builds Farm Skills In Laborers

Four Way Joint Effort Is Hot Employment Weapon

By James E. Williams
Country Life staff writer

People have been talking about training programs for farm laborers almost as long as they have been discussing the weather, with just about the same amount of action. That is until recently.

This Saturday aproximately 70 farm workers will be graduated from a four weeks vine and tree pruning course conducted on the Fresno State College farm. It is the first project of its kind ever attempted in California and only the second in the United States.

In addition to being the first, some sort of record must have been set in getting the Fresno Farm Labor Project from the idea stage to actual practice. John Cody, state department of employment placement official who helped Fresno Office Manager Robert Chapman get the program started, said the basic plan of action was drawn up in September and the class was in operation by December 2nd.

Since the program had to come under the new federal Manpower Development And Training Act, approval was needed from the federal and state governments, the state department of education and the Fresno State College.

"We were a little concerned at first about getting approval because the course did not provide training for year round employment," said Cody. "But we reasoned that the men we would be training are only unemployed during the winter months and the pruning course would enable them to find jobs all year. Fortunately, the federal agencies agreed with us and gave their approval."

Ready Cooperation

Cody also praised the FSC officials for their role in the project. "They were more than willing to turn over the school farm facilities to us," he said. "Both Dr. Arnold Joyal, president, and Lloyd Dowler, head of the agriculture department, agreed that this was one way the college could serve the community."

George Ilg, manager of the school farm, drew up the training course outline and Nick Dokoozlian, vineyard foreman, is using his vacation time to serve as course coordinator. Vincent Petrucci, viticulture professor, and O. M. Braun, horticulture professor, also helped by setting up the vine and tree pruning class requirements.

The eight instructors, who were required to have college degrees and at least five years of practical experience, all came from nearby farms.

"At first some of the instructors were a little doubtful about being able to teach pruning skills to men, some who have done farm work as long as 30 years without learning how," said Dokoozlian. "But after the first two weeks they were amazed at how eager these fellows were to learn and how fast they learned. One instructor, Lester Thompson, even said he wouldn't be afraid to turn them loose in his own orchard."

Another instructor, Earl Rocca, even went a step further. When the college ran short of cane pruned vines to work on, he took his trainees out to his own ranch. "I had my doubts when we started, too," said Rocca. "But the men in my classes, with few exceptions, have a high interest in the work."

Eager Pupils

Dokoozlian said he was surprised at the attitude of the trainees. "The dropout percentage has been very low, all things considered. Some of these fellows come a long way to get here every day, and if they can't make it, they call long distance to let us know. We even have five Tachi Indians who travel all the way from Lemoore and have shown up every day, including the days when the fog was thick," he said.

To complete the course, the trainees must learn to properly prune peach, plum, fig and apricot trees, know cordon, head and cane pruning for vines, know how to use and maintain the equipment, be able to identify 10 species of fruit wood and know the fruiting habits of five species of fruit trees and vines. The method of evaulating the trainee's progress is the same as is used at FSC for judging the pruning ability of Future Farmers of America competing in the school's annual vine and tree pruning contests. Each trainee is paid $43 a week while taking the course.

Hot Demand

"As far as placing the graduates, we have had tremendous response from the growers," Cody said. "One man even came in and wanted 25 as soon as they finished the course. Another sent in two men who worked on his farm part of the year to take the course, with the agreement that they would be employed all year when they finished.

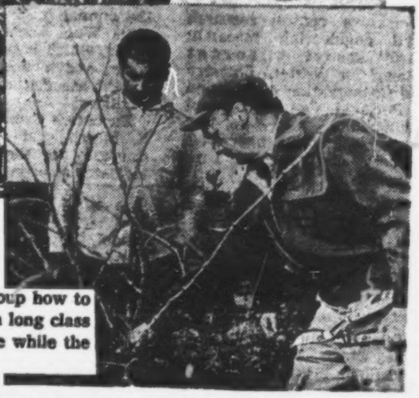
"Eventually we hope to be able to train enough qualified pruners to be able to schedule 20 man teams directly from the farm labor office, and have enough jobs booked to keep them employed all during the slack season," he explained.

Secondary Effect

Cody said the success of the course has stimulated plans for a similar project to teach the operation of tractors and farm equipment. "A course like this would be invaluable to both the worker and the grower," he said. "With the increase in mechanization, more and more farm workers are going to find themselves without jobs unless they learn to operate equipment.

"Growers would benefit by being able to hire more qualified men trained in preventative maintenance, which would help keep costly breakdowns to the minimum."

CLIPPING POINTER—George Ogden, left, one of the Fresno area growers recruited to teach tree pruning skills to farm workers unable to find work during the winter months, shows Ernie Patheal and Manuel Orozco, right, where to make a cut on a peach tree branch. The class is held on the Fresno State College farm. Bee Photo



CUT HERE—John Espitallier, right, tells his group how to prune a vine. Most of the instruction for the month long class is done in the field. Trainees are paid an allowance while the course is in progress.

VINE CREW—A trainee makes a cut on a vine under the tutelage of instructor Ralph Durant, second from right. The class, part of the Fresno Farm Labor Project of the state department of employment, was made possible by allocation of funds under the federal Manpower Development And Training Act recently enacted.

PROGRESS CHECK—John Cody, left, who is in charge of manpower placement for the course; Nick Dokoozlian, the project coordinator, and instructor Earl Rocca, a grower, inspect a half pruned vine during one of the field classes. Bee Photos

Sunday. December 23. 1962 THE FRESNO BEE

Fresno Farm Labor Project - Continued

THE FRESNO BEE Sunday, July 1, 1962

Placement Office Sounds Call For Youth Power On Farms

By James E. Williams
Country Life staff writer

How are you going to keep them working down on the farm without breaking a law or two? This new verse to an old tune is rapidly becoming the theme song of growers and youth workers as they try to comply with the medley of new laws, codes and orders which regulate working conditions for minors.

Although these regulations have eliminated some abuses in the hiring of youngsters, they have also eliminated many of the summer farm jobs open to high school students

Many farmers and food processors, confused or misinformed as to meaning of the codes, have simply refused to hire anyone under 18 years old.

Help Is Coming

Bridging the gap between the regulation laden employer and the jobless youth is the three months old youth employment phase of the Fresno Farm Labor Project, a joint undertaking of the California Department of Employment and the United States Department of Labor.

And in the shore time it has been in effect, the project workers have uncovered some startling information concerning young farm workers.

Big Purse

"What small town chamber of commerce would not bend over backwards to get an industry into town with a $200,000 payroll," observed John Cody, a farm placement officer. "Yet we went over the results of a Sanger High School survey taken at the beginning of school last fall and found that 946 students employed in 1961 earned a total of $197,966. Of the total employed, 381 worked on farms and 170 worked in packing houses and frozen food plants."

Of the total Sanger High School working force, according to the survey, 798 said they put some of their earnings into savings accounts or investments, and spent the remainder in Sanger and Fresno, mostly for school clothes and expenses.

New Crimp Felt

Many of these and other Fresno County youths were in for a rude surprise when they went looking for a job this summer. Packing houses and ranches which formerly offered employment were now off limits to those 18 years of age.

Earl Smittcamp, a Clovis peach grower who formerly employed from 18 to 25 high school age youngsters in his orchard and packing house, estimates he has turned away 200 job seeking youth this summer.

"It's not the hourly wage that's bothering us," he said, "But now working time for those under 18 is limited to eight hours a day, and they cannot work near machinery. For example, if we have a youth stacking boxes, and he leaves at 5 o'clock, it puts a crimp in the whole operation.

"It's too bad in a way, most of these kids have the energy reserve and the quick reflexes to handle machinery," he said. "A lot of them are more trustworthy, once they are trained in operating equipment, than grown men."

Automation Is Seen

A dry yard operator worded it a little more strongly in an interview with a placement official. "No one is going to hire youth in cutting fruit," he said. "because they must be paid $1 an hour and they are not worth it." He added that most of the dry yards will be forced to go to mechanical cutting.

The Fresno project youth program got under way during the second week of April when two men, Cody and Jerry Hansen were assigned by Project Supervisor Robert Chapman to begin working with the high schools.

Their job was to devise a questionnaire and application form for youth, seek out the areas of suitable agricultural activities, register applicants and contact growers.

Preparation By Survey

One of the first things they did was to prepare a map of the 18 high school districts in Fresno County. On the map they put overlays of the locations of growers who might hire youth.

The office then sent information and application blanks to several high schools for students to fill out who wished to apply for work in agriculture.

The results of this type of contact, according to Cody, were disappointing. At Caruthers, for example, only one student indicated a desire to fill out an application. Out of eight high schools notified, Cody said about 70 youths filled out applications, 43 of them were from Fowler High School.

At Fowler, a different approach was used There teachers of specific classes were placed in charge of announcing the program and supervising the handing out and return of the forms.

"One of the complex problems connected with this program is finding the youth who actually needs a job and cannot get one," said Cody. "At Caruthers, the fact there was only one applicant does not mean no one wants to work out there. Many of them work on family farms or find their own employment.

"Yet at Sanger, only 103 juniors and 69 seniors found jobs through friends and relatives, while 47 out of both classes worked for parents and 153 listed other means of finding jobs. But high school age youth are finding it more difficult to find jobs on their own, that's where we come in."

Typical Pair

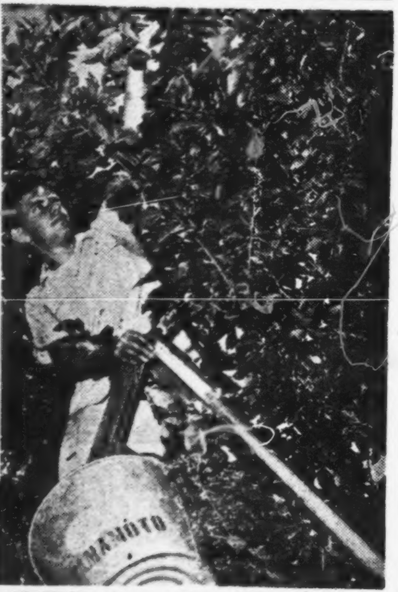
Two Selma high school students who can attest to this fact are Steven Piestrop and Richard Pharr. After being turned down at a large cannery, both found jobs through the farm labor office in Selma.

Keny Yamamoto, who hired them, farms about eight acres of plums in addition to his grapes and usually uses pickers from neighboring farms during the plum harvest. This year, not enough were available and he notified the farm labor branch office in Selma, and John Chaffin, manager, dispatched the two boys.

"It doesn't take long to train a boy to pick plums," said Yamamoto, "and in this case the arrangement worked out okeh."

PLUM HAPPY — Keny Yamamoto, right, inspects the plum offerings of two Selma High School students, Richard Pharr, left, and Steven Piestrop as John Cody, a farm placement official looks on. Both boys were turned down for cannery jobs because of their age and obtained work through the new Fresno Farm Labor Project youth employment program. It may have helped some that the state department of education, employment and industrial relations designated June as Youth Employment Month. Bee Photo

BERRY BRIGADE—Wilburn Ogle, kneeling, of Clovis and Darrell Kiser of Compton, Los Angeles County, pluck juicy Boysenberries from the vines on the T. J. Woods ranch. Jobs such as these accounted for a $197,000 high school age payroll last year in the Sanger area. Bee Photos



ORCHARD STRETCH—Richard Pharr reaches for a properly matured plum while picking on the Keny Yamamoto ranch near Selma. Pharr is typical of the many high school age youths searching for a decreasing number of farm jobs this year.

Stickery Job

The first attempt at placing applicants on farm jobs was in the recently completed bushberry harvest, since mostly women and youths are employed to do the picking.

Cody said the primary problem there was an oversupply of labor, since acreage in Fresno County has been cut back sharply in recent years.

But while working with M. L. Williams of Easton, manager of the Fresno Berry Growers Association, the placement officials were able to iron out a couple of other problems. Apparently, members of the association were apprehensive regarding the application of the state industrial welfare commission's agriculture order 14-61 governing wages and working conditions for women and minors.

Straight Information

By obtaining a clarifying statement from the commission for the association, the placement officers were able to clear up some of the problems.

"This points up another misconception on the part of growers," Cody said. "Some employers are afraid we will send them a gang of juvenile delinquents for them to supervise. We have no intention of doing this. We try to get the youths who are willing to work and place them so they can be assimilated into regular working crews.

"Others are afraid they will inadvertently hire someone too young. We don't send anyone out to apply at the ranch unless he is the proper age for the job. Another important factor is that we do not intend to replace any able bodied men with high school workers. They are used as a supplemental labor force only."

"The thing is," Cody mused "A lot of people are wondering just what these high school kids are going to do with their time during the summer now that many of their jobs have been legislated out from under them. There are a lot of suggestions for more summer schools, camps and recreational activities, but I, along with many others feel that 'down on the farm' is the best place for youth to learn how to work."

APPENDIX
Pages 80--86

CALIFORNIA

Seasonal Farm Labor Offices - 1962

Office No.	Area & Location	Dates From	Dates To
	DESERT		
693	Calexico	1-1	12-31
	SOUTHERN		
659	Arroyo Grande	3-1	9-28
648	Beaumont	6-26	7-31
665	Cucamonga	8-27	10-19
663	Hemet	6-25	8-23
669	Littlerock	7-25	9-7
681	Paso Robles	5-1	12-31
	CENTRAL COAST		
627	Brentwood	4-16	12-31
647	Half Moon Bay	4-2	6-15
645	King City	3-1	10-14
634	Morgan Hill	4-16	10-31
642	Pleasanton	6-1	9-30
630	Richmond	5-14	10-31
646	Sunnyvale	5-7	9-1
	NORTH COAST		
660	Finley	8-6	9-13
631	Healdsburg	5-18	10-31
635	St. Helena	8-7	10-31
62[illegible]	Sebastopol	4-23	10-31
	SAN JOAQUIN VALLEY		
694	Caruthers	8-20	9-14
664	Cotton Center	5-1	7-27
685	Cutler	4-2	7-31
662	Delhi-Livingston	4-23	10-11
673	Dinuba	8-1	12-28
677	Edison	4-16	5-30
694	Firebaugh	4-2	12-31
694	Five Points	4-2	12-31
637	Hughson	7-16	9-14
674	Lamont	6-8	11-8
643	Linden	4-16	10-31
658	Lindsay	4-1	12-31
683	Patterson	3-1	12-31
694	Reedley	5-21	12-31
694	Sanger	5-1	12-31
694	Selma	6-1	12-31
678	Wasco	4-4	12-31
694	West Fresno	9-5	12-31
	SACRAMENTO VALLEY		
641	Corning	10-1	11-1
629	Fairfield	5-14	7-13
625	Gridley	5-7	9-21
626	*Mt. Shasta	5-1	10-26
624	Orland	10-8	11-16
651	Oroville	10-8	11-23
628	Winters	6-1	6-29

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*Interstate Farm Labor Information Station, operated jointly by California and Oregon.

U. S. DEPARTMENT OF LABOR
Bureau of Employment Security
ES-225--Table 1 (10-58)

CALIFORNIA

Table 1. Selected data on farm placement operations in 1962

Item	Number
Section A. Day-haul activities	
1. Operated by State agency:	
a. Day-haul points	18
b. Towns with day-haul points	17
c. Sum of workers transported on average day in each town	849
d. Sum of workers transported on peak day in each town	2,034
2. Established (unsupervised) by State agency:	
a. Day-haul points	40
b. Towns with day-haul points	24
c. Sum of workers transported on average day in each town	2,282
d. Sum of workers transported on peak day in each town	5,578
Section B. Services to school-age youth	
3. Towns in which separate school-age youth programs are operated	4
4. Day-haul points operated separately for school-age youth	4
a. Sum of school-age youth workers transported on peak day in each town	73
5. Day-haul points established by State agency for school-age youth	5
6. Supervised camps operated for school-age farm workers	0
a. Placement in camps	0
7. Placements of school-age youth in supervised live-in farm homes	12
Section C. Services to other special groups	
8. Services rendered to Indians by local offices or itinerant points on reservations:	
a. Placements	0
b. Applicant holding acceptances	0
9. Other placements of reservation Indians	235
10. Puerto Ricans brought into State under work contract	0
Section D. Special services to employers	
11. Employers receiving combine services:	
a. From out of area	24
b. From out of state	0
12. Employers receiving cotton-harvesting machine services:	
a. From out of area	37
b. From out of State	0
13. Food processing employers receiving placement services	INA
Section E. Other special services	
14. Local offices which held farm clinics	0
15. Days on which farm clinics were held	0
16. Issues of farm labor bulletins published	52
a. Copies distributed	46,300
17. State agency's work guides distributed:	
a. Within reporting State	42,275
b. To other States	100
18. Local offices participating in formal community service programs	38
19. Volunteer farm placement representatives	3

U. S. DEPARTMENT OF LABOR
Bureau of Employment Security
ES-225--Worksheet A (10-58)

CALIFORNIA

1. TOWNS WITH DAY-HAUL POINTS OPERATED BY DEPARTMENT OF EMPLOYMENT, 1962

AREA & TOWN (I)	Number of day-haul points: Total (II)	Number of day-haul points: School-age youth only (III)	Number of workers transported: Average day (IV)	Number of workers transported: Peak day: Total (V)	Number of workers transported: Peak day: School-age youth only (VI)
STATE - Total for 17 towns	18	4	849	2,034	73
Desert					
Calexico	2	0	200	304	0
South Coast					
Panorama City	1	1	21	21	21
San Fernando	1	1	12	17	17
San Bernardino	1	0	10	22	0
Escondido	1	1	10	10	10
Central Coast					
Oakland	1	0	230	675	0
Richmond	1	0	85	145	0
San Francisco	1	0	117	322	0
San Joaquin Valley					
Firebaugh	1	0	10	72	0
Five Points	1	0	12	65	0
Stockton	1	0	25	117	0
Sacramento Valley					
Chico	1	0	2	4	0
Gridley	1	0	4	10	0
Oroville	1	1	10	25	25
Sacramento	1	0	70	166	0
Marysville	1	0	11	30	0
Woodland	1	0	20	29	0

U. S. DEPARTMENT OF LABOR
Bureau of Employment Security
ES-225--Worksheet A (10-58)

CALIFORNIA

2. TOWNS WITH DAY-HAUL POINTS ESTABLISHED (UNSUPERVISED BY DEPARTMENT, 1962)

AREA & TOWN (I)	Number of day-haul points: Total (II)	Number of day-haul points: School-age youth only (III)	Number of workers transported: Average day (IV)	Number of workers transported: Peak day: Total (V)	Number of workers transported: Peak day: School-age youth only (VI)
STATE - Total for 24 towns	40	5	2,282	5,578	52
Desert					
Calexico	7	0	900	2,500	0
South Coast					
Los Angeles	1	0	89	212	0
San Fernando	1	0	14	30	0
Ontario	2	0	10	13	0
San Bernardino	5	0	15	76	0
Encinitas	1	1	5	5	5
Escondido	1	1	13	17	17
Julian	1	1	10	10	10
San Luis Rey	1	0	40	46	0
San Marcos	1	0	50	61	0
San Ysidro	1	0	100	150	0
Arroyo Grande	1	1	9	12	12
Santa Maria	1	0	1	4	0
Oxnard	1	0	110	200	0
San Joaquin Valley					
Firebaugh	1	0	2	40	0
Five Points	1	0	3	60	0
Fresno	1	0	650	1,710	0
Reedley	1	0	1	6	0
Sanger	1	0	1	8	0
Selma	1	0	5	22	0
Madera	3	0	210	325	0
Merced	4	0	9	34	0
Sacramento Valley					
Oroville	1	1	6	8	8
Yolo	1	0	29	29	0

U. S. DEPARTMENT OF LABOR
Bureau of Employment Security
ES-225--Worksheet B (10-58)

CALIFORNIA

1. PERIODS OF DAY-HAUL OPERATED BY DEPARTMENT OF EMPLOYMENT, 1962

AREA AND TOWN (I)	Period of Operation: Start (II)	Period of Operation: End (III)	No. of Workers Peak Day (IV)	CROP ACTIVITIES Harvest--unless otherwise indicated (V)	Type of Day-haul(x): Youth only (VI)	Type of Day-haul(x): Usual (VII)
DESERT						
Calexico	4-24	6-11	304	Cotton (thin-weed), Grapes (thin), Tomatoes		x
SOUTH COAST						
Panorama City	8-7	8-8	21	Dry onions (top)	x	
San Fernando	8-3	8-3	17	Dry onions (top)	x	
San Bernardino	12-3	5-31	22	Citrus		x
	7-3	7-16	5	Citrus		x
	7-31	8-30	7	Citrus		x
Escondido	4-16	4-21	10	Citrus	x	
CENTRAL COAST						
Oakland	Year-round		675	Thin, weed, hoe cotton, corn, sugar beets, lettuce, misc. vegetables, tomatoes, onions Thin and prune orchards and vineyards Apples, apricots, Brussels sprouts, broccoli, bush berries, cauliflower, cherries, corn, cotton, cucumbers, Fava beans, grapes, lettuce, misc. vegetables, onions, peaches, pears, peas, potatoes, prunes, snap beans, strawberries, tomatoes, carrots, walnuts, olives		x
Richmond	5-15	10-31	145	Apples, beans, asparagus, cherries, corn, cucumbers, cotton, apricots, grapes, lettuce, onions, peas, pears, prunes, peaches, strawberries, tomatoes, walnuts		x
San Francisco	1-11	12-31	322	Apples (thin-pick), Sugar beets (thin-hoe), Cotton (chop-pick), hops (train), Lettuce (hoe), onions (top), Peaches (thin-pick), Apricots, asparagus, broccoli, Brussels sprouts, cherries, Fava beans, grapes, pears, peas, prunes, snap beans, tomatoes, walnuts		x

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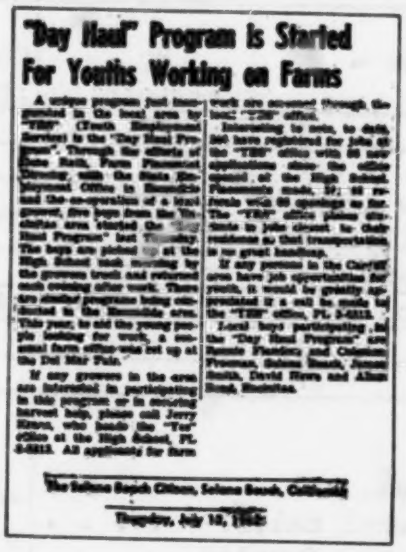
CALIFORNIA DAY-HAULS OPERATED, Worksheet B-1, Continued

AREA AND TOWN (I)	Period of Operation: Start (II)	Period of Operation: End (III)	No. of Workers Peak Day (IV)	CROP ACTIVITIES Harvest--unless otherwise indicated (V)	Type Day-haul(x): Youth only (VI)	Type Day-haul(x): Usual (VII)
SAN JOAQUIN VALLEY						
Firebaugh	4-2	12-31	72	Cotton (chop-pick), Row crops (weed), Beets (thin)		x
Five Points	4-2	12-31	65			x
Stockton	1-1	9-31	117	Thin and prune orchards and vineyards Thin, weed, hoe onions, orchards, vineyards, tomatoes, sugar beets, asparagus, potatoes, celery, dry beans, strawberries, misc. vegetables Plant strawberries, onions, asparagus, tomatoes, potatoes, celery Strawberries, onions, potatoes, olives, sugar beets, cherries, apricots, bush berries, plums, nectarines, peaches, pears, tomatoes, beans, grapes, almonds, walnuts, sweet corn, celery, misc. vegetables, carrots		x
SACRAMENTO VALLEY						
Chico	8-20	9-8	4	Tomatoes		x
Gridley	8-13	9-8	10	Peaches		x
Oroville	8-14	9-8	12	Peaches	x	
	10-15	11-17	25	Olives		x
Sacramento	Year-round		166	Almonds (prune-knock-harvest), Beans (hoe), corn (hoe-harvest), Cucumbers (hoe-harvest), Grapes (prune-harvest), Hops (grub-string-sucker-train-harvest), Misc. vegetables (plant-hoe-harvest), Onions (plant-hoe-harvest), Pears (prune-harvest), Prunes (prune-shake-harvest), Peaches (prune-harvest), Seed crops (thin-hoe-harvest), Safflower (hoe), sugar beets (thin-hoe), Tomatoes (plant-thin-hoe-irrigate-harvest-load-pick up boxes), Walnuts (knock-harvest), apricots (prune-thin-harvest) Alfalfa, hay & other, cherries, olives, lettuce, peas		x

CALIFORNIA DAY-HAULS OPERATED, 1962, Worksheet B-1, Continued

AREA AND TOWN (I)	Period of Operation Start (II)	End (III)	No. of Workers Peak Day (IV)	CROP ACTIVITIES Harvest—unless otherwise indicated (V)	Type of Day-haul(x) Youth only (VI)	Usual (VII)
Marysville	3-26	3-30	26	Sugar beets (thin)		x
	5-1	6-5	11	Fruit (thin)		x
	7-3	7-8	8	Multicrop (hoe)		x
	7-20	10-24	30	Multicrop (hoe), Plums, peaches, melons, prunes, tomatoes, vine seed		x
Woodland	6-11	6-11	29	Apricots (cut)		x
	7-27	8-7	29	Peaches (cut) Beans		x



"Day Haul" Program Is Started For Youths Working on Farms

The Solana Beach Citizen, Solana Beach, California

Thursday, July 12, 1962

U. S. DEPARTMENT OF LABOR
Bureau of Employment Security
ES-225—Worksheet B (10-58)

CALIFORNIA

2. PERIODS OF DAY-HAUL ESTABLISHED (UNSUPERVISED) BY DEPARTMENT OF EMPLOYMENT, 1962

AREA AND TOWN (I)	Period of Operation Start (II)	End (III)	No. of Workers Peak Day (IV)	CROP ACTIVITIES Harvest—unless otherwise indicated (V)	Day-haul(x) Youth only (VI)	Usual (VII)
DESERT						
Calexico	Year-round		2,500	Irrigate Harvest & preharvest activities in Lettuce, carrots, cabbage, onions, garlic, squash, tomatoes, melons, grapes, cotton, asparagus, sugar beets, misc. vegetables, citrus		x
SOUTH COAST						
Los Angeles	Year-round		212	String beans (pole), Cotton bolls (pull), Green lima beans (fork), cotton (chop) Weed cabbage, lima beans, carrots, onions, snap beans, celery, peppers Thin lettuce, sugar beets, peppers, Snap beans, carrots, cotton, tomatoes, grapes, onions, peppers, squash		x
San Fernando	Year-round		30	Carrots (weed-top), Onions (weed-top), Squash (weed)		x
Ontario	1-1	3-30	13	Grapes (prune) Citrus		x
	10-1	10-27	10	Grapes, yams		x
San Bernardino	1-15	1-19	18	Citrus		x
	3-12	3-16	20	Citrus		x
	9-27	10-27	76	Apples, grapes		x
Encinitas	7-5	8-15	5	Tomatoes (stake-tie)	x	
Escondido	6-25	8-3	17	Citrus	x	
Julian	8-27	9-7	10	Apples	x	
San Luis Rey	10-18	10-27	46	Chili peppers		x
San Marcos	6-15	6-30	61	Onions (top)		x

PERIODS OF DAY-HAUL ESTABLISHED, 1962, Worksheet B-2, Continued

AREA AND TOWN (I)	Period of Operation Start (II)	End (III)	No. of Workers Peak Day (IV)	CROP ACTIVITIES Harvest—unless otherwise indicated (V)	Type of Day-haul(x) Youth only (VI)	Usual (VII)
San Ysidro	Year-round		150	Plant, cultivate, harvest Snap beans, strawberries, cabbage, celery, cucumbers, peppers, tomatoes, misc. vegetables		x
Arroyo Grande	6-15	9-1	12	Flowers (pollinate), Celery (plant-pull)	x	
Santa Maria	9-23	11-15	4	Tomatoes		x
Oxnard	Year-round		200	Plant, cultivate, harvest vegetables, strawberries		x
SAN JOAQUIN VALLEY						
Firebaugh	4-2	12-31	40	Thin and prune orchards and vineyards Thin and hoe sugar beets, seed crops, vegetables, melons Cotton (chop-pick), Tree fruit, grapes, olives, melons		x
Five Points	4-2	12-31	60			
Fresno	Year-round		1,710			
Reedley	5-21	12-31	6			
Sanger	5-1	12-31	8			
Selma	6-1	12-31	22			
Madera	8-20	9-29	325	Grapes		x
Merced	5-8	6-8	18	Peaches (thin), cotton (chop)		x
	8-9	9-14	4	Tomatoes		x
SACRAMENTO VALLEY						
Oroville	8-14	9-8	8	Peaches	x	
Yolo	8-8	8-8	29	Peaches (cut)		x

U. S. DEPARTMENT OF LABOR
Bureau of Employment Security
ES-225--Table 4 (12/61)

Budget Bureau No. 44-R779.6

State CALIFORNIA

Table 4. Interstate agricultural migrant activities in 1962

Section A. Migrant Contacts

Type	By California	With California residents
I	II	III
1. Total	542	107
a. Crew leaders	197	20
b. Family heads	299	67
c. Other. . . .	46	20

Section B. Individuals & Workers

Type	In Sec. A Col. III
I	II
2. Total individuals	658
a. Male, 16 & over.	362
b. Female, 16 & over. . . .	168
3. Total workers	543

Section C. Worker characteristics

Type	Number
I	II
4. Families.	794
5. Unattached males.	1,406
6. Unattached females.	45

Section D. Services rendered

Type	Number
I	II
7. Total	542
a. Scheduled by ES.	48
b. Requests for action. . .	176
c. Other services	60
d. Validations.	111
e. Information only	147

Section E. Summary of migratory movement by State

Home State		Last State in		Next State in	
State	Workers	State	Workers	State	Workers
I	II	III	IV	V	VI
TOTAL	4,461	TOTAL	4,461	TOTAL	4,461
Alabama	2	Alabama	2	Alabama	0
Arizona	244	Arizona	342	Arizona	381
Arkansas	2	Arkansas	2	Arkansas	2
California	1,021			California	8(stay)
Colorado	9	Colorado	37	Colorado	20
Florida	0	Florida	2	Florida	3
Georgia	5	Georgia	3	Georgia	3
Idaho	11	Idaho	350	Idaho	209
Indiana	15	Indiana	33	Indiana	41
Louisiana	10	Louisiana	0	Louisiana	10
Michigan	10	Michigan	47	Michigan	40
Minnesota	0	Minnesota	72	Minnesota	2
Missouri	40	Missouri	10	Missouri	0
Montana	0	Montana	91	Montana	73
Nebraska	0	Nebraska	46	Nebraska	34
Nevada	0	Nevada	7	Nevada	0
New Mexico	17	New Mexico	9	New Mexico	9
Ohio	11	Ohio	11	Ohio	11
Oklahoma	23	Oklahoma	32	Oklahoma	48
Oregon	24	Oregon	892	Oregon	622
Pennsylvania	2	Pennsylvania	2	Pennsylvania	2
Texas	2,884	Texas	1,873	Texas	2,595
Utah	3	Utah	0	Utah	3
Vermont	2	Vermont	2	Vermont	2
Washington	52	Washington	514	Washington	296
Wisconsin	2	Wisconsin	8	Wisconsin	2
Wyoming	0	Wyoming	40	Wyoming	0
Mexico	72	Mexico	34	Mexico	45

See Section E Alternate Table and Section F on opposite page.

Section E, Summary of migratory movement by State - ALTERNATE TABLE* CALIFORNIA 1962

HOME STATE		LAST STATE IN		NEXT STATE IN	
State I	Workers II	State III	Workers IV	State V	Workers VI
TOTAL	4,461	TOTAL	4,461	TOTAL	4,461
Alabama	2	Alabama	2	Washington	2
Arizona	244	Arizona	179	Arizona	165
				Idaho	8
				Texas	6
		Idaho	5	Idaho	5
		Montana	19	Arizona	19
		Nebraska	3	Arizona	3
		Nevada	7	Arizona	7
		Oregon	28	Arizona	26
				Oregon	2
		Washington	3	Oregon	3
Arkansas	2	Arkansas	2	Arkansas	2
California	1,021	Arizona	120	Arizona	61
				Oregon	39
				Texas	20
		Colorado	1	Idaho	1
		Florida	2	Michigan	2
		Idaho	87	Idaho	62
				Oregon	8
				Washington	17
		Indiana	2	Oregon	2
		Minnesota	3	Washington	3
		Montana	9	Oregon	6
				Washington	3
		Ohio	2	Ohio	2
		Oklahoma	15	Idaho	15
		Oregon	490	Arizona	6
				Idaho	6
				Oklahoma	2
				Oregon	438
				Texas	2
				Washington	36
		Texas	55	Oregon	5
				Texas	43
				Washington	7
		Washington	235	Arizona	8
				Florida	3
				Montana	70
				Ohio	3
				Oregon	56
				Washington	95

Section E, Summary of migratory movement by State - ALTERNATE TABLE* CALIFORNIA 1962

HOME STATE		LAST STATE IN		NEXT STATE IN	
State I	Workers II	State III	Workers IV	State V	Workers VII
Colorado	9	Colorado	7	Colorado	7
		Washington	2	Washington	2
Georgia	5	Georgia	3	Georgia	3
		Oregon	2	Oregon	2
Idaho	11	Idaho	2	Idaho	2
		Oregon	5	Idaho	5
		Washington	4	Washington	4
Indiana	15	Indiana	13	Indiana	9
				Washington	4
		Oregon	2	Indiana	2
Louisiana	10	Indiana	10	Louisiana	10
Michigan	10	Michigan	3	Michigan	3
		Oregon	3	Michigan	3
		Washington	4	Washington	4
Missouri	40	Michigan	30	Indiana	30
		Missouri	10	Oregon	10
New Mexico	17	New Mexico	9	New Mexico	9
		Washington	8	Washington	8
Ohio	11	Montana	3	Washington	3
		Ohio	4	Ohio	4
		Oregon	4	Oregon	4
Oklahoma	23	Oklahoma	17	Oklahoma	14
				Oregon	3
		Oregon	6	Oklahoma	6
Oregon	24	Oregon	24	Idaho	4
				Oregon	7
				Texas	5
				Washington	8
Pennsylvania	2	Pennsylvania	2	Pennsylvania	2
Texas	2,884	Arizona	43	Arizona	17
				Texas	26
		Colorado	29	Arizona	8
				Texas	21
		Idaho	256	Arizona	19
				Idaho	21
				Texas	216
		Indiana	8	Texas	8
		Michigan	14	Texas	14

Section E, Summary of migratory movement by State - ALTERNATE TABLE* CALIFORNIA 1962

HOME STATE		LAST STATE IN		NEXT STATE IN	
State I	Workers II	State III	Workers IV	State V	Workers VII
Texas--Continued		Minnesota	67	Oklahoma	10
				Texas	49
				Washington	8
		Montana	56	Texas	56
		Nebraska	43	Arizona	2
				Oklahoma	6
				Texas	35
		Ohio	5	Texas	5
		Oregon	292	Idaho	80
				Oregon	10
				Texas	200
				Washington	2
		Texas	1,795	Arizona	15
				California (stay)	8
				Colorado	13
				Michigan	32
				Minnesota	2
				Nebraska	34
				Ohio	2
				Oklahoma	10
				Oregon	14
				Texas	1,631
				Washington	33
				Mexico	1
		Wyoming	40	Texas	40
		Washington	230	Arizona	25
				Texas	194
				Washington	11
		Wisconsin	6	Texas	6
Utah	3	Washington	3	Utah	3
Vermont	2	Vermont	2	Vermont	2
Washington	52	Minnesota	2	Texas	2
		Montana	4	Washington	4
		Oregon	21	Oregon	6
				Washington	15
		Washington	25	Montana	3
				Oregon	2
				Washington	20
Wisconsin	2	Wisconsin	2	Wisconsin	2

Section E, Summary of migratory movement by State - ALTERNATE TABLE* CALIFORNIA 1962

HOME STATE		LAST STATE IN		NEXT STATE IN	
State I	Workers II	State III	Workers IV	State III	Workers IV
Mexico	72	Oregon	15	Mexico	15
		Texas	23	Texas	16
				Washington	7
		Mexico	34	Oregon	5
				Mexico	29

*EXPLANATION OF ALTERNATE TABLE:

This re-arrangement of Section E data shows the three-state (last state--California--next state) migration patterns of the total workers from each home state. The purpose is to reveal the complexity, volume and directions of such patterns for workers having the same home state.

For example, note Arizona, home state of 244 workers (Cols I & II). These Arizona workers came to California from seven different states: Arizona--179; Idaho--5; Montana--19; Nebraska--3; Nevada--7; Oregon--28; and Washington--3 (Cols III & IV). Opposite each one of these "last" states are the states to which specified numbers of the same workers migrated upon leaving California (Cols V & VI). For example, of the 179 who came to California directly from Arizona, 165 went directly back after work in California, while 8 went on to Idaho and the remaining 6 went to Texas.

Section F. Comments.

For an unduplicated count of intrastate and interstate migrant groups contacted, and the persons and workers in such groups, see Table VIII, Page 67.

Table 4 (opposite) is limited to interstate migrant information and the data vary by section as follows:

Section A, Column II refers to "contacts", meaning interviews with groups. The data are understated. Some groups were interviewed several times while in a given area but the office forwarded, for example, only one ES-383 memo reporting "group placed on several jobs while here". The record of contacts counted only one per report of any contact(s) per period in an area.

Section A, Column III refers to an unduplicated count of interstate migrant groups of "California residents", meaning Californians who worked in other states, excluding intrastate migrants--See Table VIII, Page 67.

Section B refers to persons and workers in groups shown in Section A, Column III, interstate workers residing in California and contacted in California.

Section C refers to families and unattached persons in all groups for which Annual Worker Plan documents were received, whether contacted in California or not.

Section D. Numbers for each type of service include only one major service per contact, even though more than one type of service may have been rendered during that contact.

Section E refers to workers in all groups for which Annual Worker Plan documents were received whether contacted in California or not.

U. S. DEPARTMENT OF LABOR
Bureau of Employment Security
Form ES-225--Table 5 (1/59)

Budget Bureau No. 44-R779.7

State CALIFORNIA

Table 5. Interstate seasonal agricultural clearance activities in 1962

ITEM	ORDERS		OPENINGS	
	Extended (Sec. A) Received (Sec. B)	Filled	Extended (Sec. A) Received (Sec. B)	Filled
I	II	III	IV	V
Section A. Reporting state as order-holding state				
1. Reporting state, California total. .	124	29	2,112	1,240
2. Applicant-holding states involved:				
Arizona.	10	3	98	62
Colorado	1	0	9	0
Florida.	1	0	3	0
Georgia.	1	1	2	2
Michigan	1	0	2	0
Minnesota.	1	0	3	0
Nebraska	4	0	16	0
New Mexico	1	0	8	0
Oregon	5	0	27	0
Texas.	89	22	1,900	1,161
Includes:				
Positive recruitment	(9)	(8)	(1,195)	(971)
Pooled interview	(54)	(9)	(484)	(125)
Washington	10	3	44	15
Section B. Reporting state as applicant-holding state				
3. Reporting state, California total. .	61	13	4,892	265
Arizona.	13	0	3,135	0
Idaho.	1	0	7	0
Indiana.	1	0	5	0
Michigan	1	1	3	3
Nevada	12	1	258	17
Ohio	1	1	4	4
Oregon	26	9	1,456	236
Washington	5	1	19	5
Wisconsin.	1	0	5	0